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Long-Term Unemployment in the United States

Problems of the PMA-ILWU Mechanization

Subcontracting Clauses in Major Agreements

The Use of Tripartite Bodies as an Aid to Bargaining

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS



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Monthly Labor Review

UNITED STATES DEPARTMENT OF LABOR • BUREAU OF LABOR STATISTICS

LAWRENCE R. KLEIN, *Editor-in-Chief*

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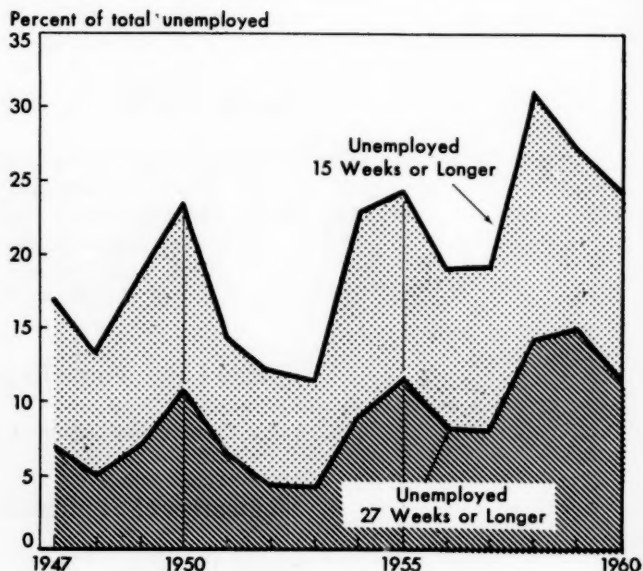
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Trends in Long-Term Unemployment

In the postwar period, persons out of work for 15 weeks or more have accounted for widely differing proportions of total unemployment during different phases of the business cycle, as the chart shows. Similar fluctuations have occurred in the proportion out of work 6 months or longer. Nevertheless, somewhat higher levels have tended to persist after recovery from the several business downturns.



These findings are highlighted in "Long-Term Unemployment in the United States," the article on pp. 601-610 of this issue. That article analyzes not only the postwar trends in long-term unemployment, but also the underlying causes of the changes that have occurred.

The Labor Month in Review

Much of the important labor news of late spring turned on Government actions.

On May 26, a Presidential Executive order established a tripartite 11-member Missiles Sites Labor Commission, headed by the Secretary of Labor, to prevent or settle labor-management and jurisdictional disputes and to assure economical operations at space and missile installations. Major employers and unions involved pledged cooperation with the intent of the order by renouncing strikes or lockouts. Local committees at each of 22 bases will assist the commission. Failure of settlement at the local level carries the case to the commission, which can hold hearings and make recommendations and issue directives through a tripartite panel. (The panel to hear interunion controversies will consist of only public representatives.) Hearings before a Senate investigating committee earlier in the month had revealed delays and excessive costs in the missile and space programs.

The Lockheed Aircraft Corp. and the President's Committee on Equal Employment Opportunity on May 25 signed an agreement to end personnel practices discriminatory against Negroes at any of the company's plants, which employ about 60,000 workers. A complaint against the company's Marietta, Ga., plant had been filed with the committee in April by the National Association for the Advancement of Colored People. The company agreed to "aggressively seek out" qualified Negroes for jobs at all levels; to assure Negroes of promotion and training opportunities and of fair treatment in transfers and layoffs; and to make its policies known to the managerial staff and to State employment agencies. Earlier action by the company at Marietta had resulted in desegregation of facilities.

On June 15, the committee was to hold hearings on rules to govern enforcement of the government's policy on discrimination.

A Presidential commission appointed in February to study the issues in a 6-day wildcat strike

of flight engineers, which had halted operations on seven major airlines, reported its recommendations on May 25. An order by the National Mediation Board for the engineers and the pilots of United Air Lines to choose a single bargaining agent had prompted the strike. Application of similar orders on all airlines could result in extinction of the Flight Engineers' International Association in favor of the numerically larger Air Line Pilots Association (the Pilots later won the election at United by 33 to 1). Under the commission's recommendations, the classification of flight engineer on jet planes would gradually be eliminated, with no job loss to incumbents.

As new jetplanes come into service, they would have two pilots (instead of three) and an engineer with pilot qualifications, and the two unions should ultimately merge. Negotiations between the interested parties were to continue for 30 days, with assistance from the commission on details of the recommended settlement. If no agreement is reached, the commission will consider further action. President Kennedy warned against "further strikes over these disputed issues."

In a parallel case in which the International Association of Machinists represents the engineers of Northwest Airlines, another Presidential Board, on the same date, recommended use of the three-man all pilot-trained crew on jetplanes, but presently employed engineers would have an opportunity for pilot training and to become the third man in the crew.

THREE PROPOSALS relating to important labor problems were sent to Congress by the President during May. On May 31, one of them was embodied in a bill to train unemployed workers, provide them with a stipend while they are in training, and, where necessary, relocate them. Generally, it concerns workers with obsolescent skills, those in chronically depressed areas who have been jobless for a long time, and those currently employed but expected to be affected by forthcoming industrial changes. Workers who receive retraining and stipends would not receive unemployment insurance benefits. Relocated workers would receive half their moving expenses if they had solid job offers and had been out of work for 6 months or more. Endorsement of the retraining plan in principle by the President's Advisory Committee on Labor-Management

Policy was received on June 5. A separate proposal for jobless young people was made on June 7.

A week earlier, a plan was submitted to decentralize decisionmaking in the National Labor Relations Board. The objective is to speed up hearings and rulings on unfair labor practice charges. Under the plan, the Board could delegate its authority to any of its employees. These subordinate agencies could make binding decisions saving appeal for review or a motion by the Board itself to review. Where possible, however, reviews would be limited to cases in which a new principle or unusual circumstance was involved.

On May 19, a bill was submitted, buttressed by a letter from Secretary of Labor Arthur J. Goldberg, to give the Labor Department investigative and enforcement authority in connection with the Welfare and Pension Plans Disclosure Act of 1958. Under its terms, the Secretary could also make determinations of good faith compliance with the law, and embezzlement or other illicit benefiting from a fund would constitute a felony. Without the amendments, the Secretary stated, the Department is "virtually powerless to uncover abuses."

The United States Supreme Court on June 5 upheld, 7-2, an NLRB decision that an entire contract and not just the clause granting exclusive bargaining rights must be abrogated if the union signatory represents only a minority of the workers.

On May 19, a United States District Court jury in Knoxville found the United Mine Workers of America and its Welfare and Retirement Fund guilty of violating the Sherman Antitrust Act. Specifically, the union was charged with conspiring with certain large coal companies to monopolize the soft-coal industry. By virtue of the verdict, the Phillips Brothers Coal Co. could collect \$270,000 damages. A suit by the fund trustees to collect delinquent welfare fund royalties had resulted in the countersuit charging conspiracy.

THREE UNIONS—the National Maritime Union, the International Longshoremen's Association, and the Teamsters—on May 12 announced a mutual assistance pact, the first test of which was to be support of the NMU in negotiations for new contracts supplanting those which expired on June 15. AFL-CIO regulations, however, forbid such agreements with the Teamsters. The ILA withdrew from the concordat 4 days after it was formed; the NMU did not.

Early in June, New York waterfront workers and their employers jointly dedicated a \$1.5 million medical center, which will offer about 30,000 workers and their families free medical and dental care. The employer financed center, established by collective bargaining, will be jointly administered.

Two officials of the Bakery and Confectionery Workers Union (Ind.) resigned in mid-May on the eve of union trials for alleged misappropriation of funds. They are James G. Cross, president, and Peter H. Olson, secretary-treasurer. The union itself had been expelled from the AFL-CIO in 1957. Prior to his resignation, the union executive board had granted Cross his pension (to be offset by any funds due the union).

THREE-YEAR CONTRACTS were negotiated by the International Union of Electrical Workers, representing 10,000 workers employed by Sperry Gyroscope and Ford Instrument Co., Long Island subsidiaries of Sperry Rand Corp., after a 2-day strike. A 2½-percent wage increase per year and a cost-of-living clause were provided. The next day the same union concluded a similar 3-year agreement, covering 21,000 workers, with Radio Corp. of America. Terms included wage and salary increases of 2½ percent for each year of the contract in addition to increased pensions and a free medical and hospital plan for retiring workers with 15 or more years of seniority.

Construction unions in Pittsburgh on May 31 agreed in writing to stimulate middle-income house-building by a number of unusual concessions which gained them a foothold in the non-union housing field. One permits the builder free use of prefabricated structural elements and laborsaving tools and equipment and the contractor may hire workers "wherever available" if the union is unable to supply them within 72 hours. Jurisdictional strikes are banned.

The United Packinghouse Workers announced bargaining demands in mid-May. They include guaranteed earnings and no plant closings during the life of the contract, companywide seniority, paid training leaves of 13 weeks after each 5 years of employment, a shorter workweek, and a wage increase. The Meat Cutters have also called for a shorter workweek and emphasized job security in setting demands.

Subcontracting Clauses in Major Contracts

EDITOR'S NOTE.—*This study examines the prevalence and characteristics of subcontracting provisions in major collective bargaining agreements in effect in 1959, prior to the Taft-Hartley amendments contained in the Labor-Management Reporting and Disclosure Act of 1959. The latter amendments, particularly section 8(e) pertaining to "hot-cargo" agreements, may have an effect on subcontracting clauses in particular agreements or in general. The study serves as a benchmark against which later studies might measure the changes resulting from law, as well as those resulting from collective bargaining practices.*

This article, the first of two parts, mainly deals with subcontracting of construction, maintenance, and installation services. The second part, which will appear in the next issue, will discuss provisions, and their enforcement, regarding subcontracting of production processes or major activity, particularly in the construction and apparel industries.

LEON E. LUNDEN*

Part I

SUBCONTRACTING, or contracting out, is a long-standing industrial practice. In the apparel and construction industries, it is an integral part of normal operations; in other industries, a decision whether it is more advantageous to have a particular job or type of work done by its own work force or by outsiders under contract is one which management is frequently called upon to make. The building trades and apparel unions have long maintained a substantial degree of control of the subcontracting system, but the procedures in these industries have no match among other organized industries.

Union attitudes towards subcontracting, in general, tend to stiffen when employment declines and when contracting out removes work that customarily "belonged" in the bargaining unit. Not only are members' jobs at stake, but concern over union jurisdiction and the possibility that subcontracting may be used to evade or dilute the terms of the collective bargaining agreement are often present. The issue has also been sharpened by conflicts between industrial and building trades unions as to whose members are to be employed on construction and maintenance work within industrial plants. As a result, some unions have

increasingly pressed for contract clauses governing subcontracting.

Management tends to resist negotiating such rules as an encroachment on its prerogatives. A few agreements explicitly include, in so-called "management rights" clauses, a provision that decisions regarding subcontracting are among management's unrestricted prerogatives, but the low incidence of such statements is of little significance in view of the widespread reluctance on the part of management to define all management rights in a collective bargaining agreement.

As this study reveals, fewer than one out of four major agreements in effect in 1959 made any reference to subcontracting, and they handled the problems of preserving employment opportunities and protecting agreement standards in diverse ways. A number of agreements established controls related directly to in-plant workers, such as barring subcontracting either when workers were on layoff or when letting the contract would cause layoffs or part-time work. Other agreements approached the job preservation goal by allowing subcontracting only when management had some compelling reason connected with skill and equipment requirements, production sched-

*Of the Division of Wages and Industrial Relations Bureau of Labor Statistics.

ules, or cost considerations. In protecting in-plant wages, hours, and working conditions, a significant number of clauses required the subcontractor either to comply with the prime employer's collective bargaining agreement or to sign a union contract himself. Some subcontracting controls, for example, those requiring prior consultation with the union, could serve both purposes, since they afford the union an opportunity to marshal arguments for keeping work in the plant or check on the status of the subcontractor to make sure that he was not undercutting union standards. Some clauses were so vague as to give little, if any, clue as to the nature of the understanding between the parties.

In the absence of a subcontracting clause in the agreement, does the employer have a free hand in subcontracting as he pleases? Some unions have disputed this, and arbitrators to whom such disputes have been referred differed in their decisions and reasons. Three lines of reasoning are discernible. In one camp are those who hold that if management's right to subcontract was to be abridged, a specific clause would have been written to that effect. This point of view was expressed in a recent decision as follows:

In summary, however, the arbitrator must find that a clear understanding exists in the field of labor-management relations that where the parties intend to prevent subcontracting such a specific provision is incorporated in contracts to limit management's right in this matter.¹

Other arbitrators have decided that subcontracting is barred when it would violate the recognition clause, the seniority clause, or any other general provision of the contract. For example, it is reasoned, when the company agrees with the union on wages, hours, and working conditions of employees in the bargaining unit, it is obligated not to undermine or seriously deplete the bargaining unit as established in the agreement's recognition clause. In a case where the issue concerned management's right to subcontract in order to achieve savings, the arbitrator's decision against the company rested on these grounds:

... Accordingly the issue here is not the right of the company to remove one janitorial job. Rather the company is inevitably posing the question of its right under paragraph 51 [the management rights clause] to remove jobs from the bargaining unit whenever it can subcontract them at less than contract rate.

Such a broad interpretation of paragraph 51 would, in effect, include in this contract provision the right to emasculate the bargaining unit and is therefore in direct conflict with the recognition clause. Therefore, the company's subcontracting of janitorial work cannot be sustained.²

Some recent arbitration decisions have reflected a third position, namely, that in the absence of a contract clause prohibiting subcontracting there is still an implied limit on subcontracting, but not an absolute prohibition. The circumstances in each case would determine whether subcontracting constituted a violation of the agreement. One arbitrator reasoned as follows:

I do not mean to suggest that past practice and recent negotiating history necessarily refute the union's claim on behalf of an implied limitation on the company's power to subcontract . . . Even without an explicit limitation some kind of implied limitation arises out of the very nature of a collective bargaining agreement. However, this history [of the company's purchases of electric power] and the specific limitation on purchasing [electric] power to which it finally led should be borne in mind in giving consideration to the scope of any implied provision against contracting out which one may be inclined to draw.³

The arbitrator then went on to explain that as long as contracting out did not threaten the integrity of the bargaining unit, the particular circumstances, as in the case before him, governed, and the company could contract out.

Summarizing the opinions commonly expressed as to whether a subcontracting dispute is arbitrable in the absence of specific agreement, one arbitrator noted that "The effort to squelch the issue at the threshold . . . has been pretty well settled in favor of arbitrability."⁴ In mid-1960, the U.S. Supreme Court upheld this contention in a case involving the United Steelworkers and the Warrior and Gulf Navigation Co.⁵ Reasoning that grievance and arbitration procedures in collective bargaining agreements effectuated congressional policy of promoting industrial peace, the Court concluded, first, that under section 301 of the Labor-Management Relations Act of 1947 an order to arbitrate could not be denied unless there was forceful evidence that a certain matter was to be excluded

¹ *Minneapolis-Moline Co. v. United Automobile Workers*, 33LA893.

² *Gulf Oil Corp. v. Oil, Chemical and Atomic Workers*, 33LA855.

³ *Kennecott Copper Corp. v. International Brotherhood of Electrical Workers*, 34LA763.

⁴ *United Automobile Workers v. Black-Clauson Co.* 34LA215.

⁵ 363 U.S. 574.

from arbitration, and, second, that "doubts should be resolved in favor of coverage." The Court found no such forceful evidence in the case before it. On the other hand, there remained the issue of whether the collective bargaining agreement had been violated, on which the Court said:

... There was, therefore, a dispute 'as to the meaning and application of the provision of this agreement' which the parties had agreed would be determined by arbitration.

The judiciary sits in these cases to bring into operation an arbitral process which substitutes a regime of peaceful settlement for the older regime of industrial conflict. Whether contracting out in the present case violated the agreement is the question. It is a question for the arbiter, not for the courts.

Scope and Method

For this study, the Bureau of Labor Statistics examined 1,687 major collective bargaining agreements covering 1,000 or more workers each, or virtually all agreements of this size in the United States exclusive of those in the railroad and airline industries.⁶ These agreements applied to approximately 7.5 million workers—almost half the number estimated to be under collective bargaining agreements except those in the railroad

and airline industries. About 4.6 million workers were covered by 1,063 contracts in manufacturing and 2.9 million were covered by 624 contracts in nonmanufacturing industries. All contracts were in effect at the beginning of 1959.

For the purposes of analysis, provisions regulating subcontracting were classified into three categories: (1) those pertaining solely to the contracting out of construction, maintenance, and installation services; (2) those referring to the contracting out of part of the production process or of the major activity; and (3) those dealing with both types of subcontracting.⁷

A variety of contract provisions having certain features relevant to subcontracting were considered to be outside the scope of the study. For instance, clauses that banned converting a worker from an employee into a subcontractor (prevalent in the construction industry) were omitted,⁸ as were bans on "home work" (apparel). Other regulatory clauses excluded from the study were those relating to concession and leasing arrangements in retail establishments by manufacturers or distributors, and to commission work, frequently practiced, for example, in the cleaning and dyeing industry.⁹

Regulation of Subcontracting

Among the 1,687 agreements studied, there were 378 with limitations on subcontracting, only 4 of which prohibited the practice outright. (See table.) Five did not specify the nature of the restriction. The remaining 369 agreements permitted management to subcontract, subject to certain conditions or limitations. On the other hand, 1,309 agreements made no reference to limiting subcontracting, among them were 4 that specifically included contracting out among management's unrestricted prerogatives.

One of the four clauses expressly prohibiting contracting out was stated as follows:

No contracting within the firm or subcontracting between firms shall be permitted.

The following excerpts from textile and paper products agreements illustrate how the assertion of management's unlimited right is treated:

It is recognized and agreed that the management of the plant and the direction of the working force is vested in the company. Among the rights and responsibilities

⁶ The Bureau does not maintain a file of railroad and airline agreements; hence their omission from this study.

⁷ Thirty-eight agreements permitting subcontracting under certain conditions were so vague that categorizing them into the three groups noted above raised particular difficulties. Allocation was achieved by examining the makeup of the bargaining unit as well as the practices of the industry as reflected in other clauses.

A number of agreements in petroleum refining, electric and gas utilities, and communications specifically mentioned construction and maintenance subcontracting, but were classified as "production" or "major activity" subcontracting, since construction and maintenance of oil and gas pipelines and electric power and communications networks were considered an integral part of the production process or major activity.

⁸ Prohibitions against members becoming subcontractors were also noted in a small number of union constitutions, usually those of construction unions. Typical is the following section from the Carpenters' constitution:

"No member of the United Brotherhood shall lump, subcontract or work at piecework for any owner, builder, contractor, manufacturer, or employer. For a violation of this paragraph or any part of it the member shall be fined not less than \$10 or be expelled."

Other unions having similar constitutional bans include the Plumbers, Journeymen Stone Cutters, Asbestos Workers, Boilermakers, Bricklayers, Painters, and Jewelry Workers.

⁹ Another approach to subcontracting outside the scope of this study was letters of intent that set forth understanding and company policy in this area, discussed by Donald A. Crawford and Leonard Sayles in the *Conference Proceedings on Industrial Relations in the 1960's—Problems and Prospects* to be published soon by the Wharton School of Finance and Commerce. As an example, Crawford cited at length the General Motors letter to its general managers on subcontracting maintenance and certain tool and die work. He also noted that letters of intent often represent a voluntary restriction by management on its own freedom to contract out, which sometimes goes beyond arbitration awards or contract language negotiated by union and management. According to Professor Sayles, letters of intent are "pervasive."

which shall continue to be vested in the company, but not intended as a wholly exclusive list of them, shall be: The right to increase or decrease operations; to remove or install machinery; to determine schedules of production; . . . and to contract work in its discretion.

* * *

It is understood that the company may employ outside contractors to perform work in the mill.

Of the 369 agreements with specific limitations, 232 were concerned with subcontracting of part of the production process or the major activity of the employer, 51 referred solely to the contracting out of construction, maintenance, and installation services, and 86 regulated subcontracting in both areas. Most of the 318 clauses which regulated subcontracting of either the production process or the major activity were found in nonmanufac-

turing industries, primarily construction (79), electric and gas utilities (44), transportation (23), and communications (20). However, clauses also appeared in the apparel (42), transportation equipment (17), and petroleum refining (12) industries.

The 137 clauses concerned with construction, maintenance, and installation services were more prevalent in manufacturing than in nonmanufacturing, appearing mainly in transportation equipment (20) and petroleum refining (10). The transportation equipment agreements, including several very large contracts, covered approximately 640,000 workers, or slightly more than half of the 1.2 million workers covered by agreements with construction subcontracting clauses. Electric and gas utilities, alone among

PREVALENCE OF SUBCONTRACTING LIMITATION CLAUSES IN MAJOR COLLECTIVE BARGAINING AGREEMENTS, BY INDUSTRY, 1959

Industry	Number studied		Conditions or limitations on subcontracting of—								Subcontracting specifically prohibited		Nature of restrictions unspecified		No reference to subcontracting ¹	
			Production process or major activity		Construction, maintenance, and installation services		Both production process and services									
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)		
All industries.....	1, 087	7, 477. 3	232	1, 327. 6	51	434. 1	86	783. 9	4	10. 4	5	32. 1	1, 309	4, 889. 3		
Manufacturing.....	1, 063	4, 555. 3	74	406. 2	49	425. 0	54	661. 9	3	9. 0	1	24. 0	882	3, 029. 3		
Ordnance and accessories.....	15	39. 4			1	1. 1							14	38. 3		
Food and kindred products.....	120	405. 8	7	30. 2	3	5. 9	4	64. 0	1	6. 0			105	299. 8		
Tobacco manufactures.....	11	27. 6											11	27. 6		
Textile mill products.....	33	78. 4	4	10. 6	1	8. 0							28	59. 8		
Apparel and other finished products.....	45	464. 1	33	296. 3			9	153. 2					3	14. 6		
Lumber and wood products, except furniture.....	13	37. 2	1	4. 0			2	3. 8	1	1. 5			9	28. 0		
Furniture and fixtures.....	20	32. 1	1	2. 5			1	1. 5					18	28. 1		
Paper and allied products.....	54	118. 0	1	1. 6	2	5. 2	1	1. 5					50	109. 8		
Printing, publishing, and allied industries.....	31	62. 2											31	62. 2		
Chemicals and allied products.....	57	113. 6	1	1. 2	4	5. 0	5	10. 4					47	97. 1		
Petroleum refining and related industries.....	23	63. 8	2	5. 7			10	27. 0					11	31. 1		
Rubber and miscellaneous plastic products.....	24	128. 1	1	3. 1	6	70. 2					1	24. 0	16	30. 8		
Leather and leather products.....	20	62. 5	6	14. 8									14	47. 7		
Stone, clay, and glass products.....	38	100. 8			5	19. 6							33	81. 2		
Primary metal industries.....	124	724. 8	1	1. 0	7	32. 8	1	1. 2					115	689. 8		
Fabricated-metal products.....	52	146. 4	3	6. 4	2	4. 0	1	1. 4					46	134. 7		
Machinery, except electrical.....	117	283. 9	2	2. 4	7	10. 9	2	4. 2					106	266. 5		
Electrical machinery, equipment, and supplies.....	100	438. 3	1	5. 2	2	2. 3	3	4. 1					94	428. 7		
Transportation equipment.....	127	1, 152. 2	6	14. 5	9	260. 2	11	379. 8					101	498. 0		
Instruments and related products.....	24	54. 2	2	2. 7			3	7. 7					19	43. 8		
Miscellaneous manufacturing industries.....	15	22. 5	2	4. 5			1	2. 3	1	1. 5			11	14. 2		
Nonmanufacturing.....	624	2, 922. 0	158	921. 4	2	9. 1	32	122. 1	1	1. 4	4	8. 1	427	1, 860. 0		
Mining, crude petroleum, and natural gas production.....	17	252. 7					3	5. 9					14	246. 8		
Transportation ¹	95	573. 2	19	228. 3			4	12. 4					72	332. 6		
Communications.....	79	558. 1	13	130. 1			7	57. 4					69	370. 6		
Utilities: Electric and gas.....	78	200. 5	27	60. 5	2	9. 1	17	44. 5					32	86. 5		
Wholesale trade.....	12	21. 6	3	3. 5									9	18. 1		
Retail trade.....	92	245. 1	9	38. 9									83	206. 2		
Hotels and restaurants.....	36	176. 8											36	176. 8		
Services.....	55	184. 9	7	13. 7			1	1. 9	1	1. 4			46	168. 0		
Construction.....	155	701. 9	79	444. 1							4	8. 1	72	249. 7		
Miscellaneous nonmanufacturing industries.....	8	7. 4	1	2. 5									4	4. 9		

¹ Includes 4 agreements that specifically include subcontracting among unrestricted management prerogatives.

² A companywide agreement that delegates authority to negotiate on subcontracting to the local plant level.

³ Excludes railroad and airline industries.

⁴ Agreements disallow subcontracting of labor services only and working for a lump sum payment for a specific job, but do not restrict subcontracting that includes both labor services and materials.

NOTE: Because of rounding, sums of individual items may not equal totals.

the nonmanufacturing industries, had a significant concentration of clauses in this area (19).

Affiliates of 56 national and international unions were party to major agreements which regulated subcontracting. The three most active in writing such provisions were the International Brotherhood of Teamsters (42), the International Brotherhood of Electrical Workers (34), and the International Ladies' Garment Workers' Union (34). Other frequent negotiators were the United Automobile Workers (20), Hod Carriers (17), Carpenters (15), Oil, Chemical and Atomic Workers (14), Steelworkers (15), Communication Workers (12), Operating Engineers (10), and Machinists (10). Although the Amalgamated Clothing Workers held only eight subcontracting agreements, one of these—with the Clothing Manufacturers Association of the United States of America—was a national agreement in the men's and boys' clothing industry covering 150,000 workers.

Construction and Other Services

Subcontracting provisions concerned with construction, maintenance, and installation services stressed preservation of job opportunities by setting prior conditions for management to meet, in contrast to the protection of contract standards treatment used, as will be noted in part II of this study, in construction and apparel contracts. The more common provisions dealt with layoff, the union voice in the subcontracting decision, and skill and equipment requirements.

Employment Effects. A substantial number of agreements prohibited subcontracting when qualified in-plant workers were already on layoff or on part time, or when layoff or part time would result. Under a few clauses, in-plant workers must be fully supplied with work for subcontracting to be permissible. Several provisions allowed the company to exercise its subcontracting right provided that it would use its best effort to place its employees who are laid off or on part time with the subcontractor. In stone, clay, and glass products and in chemicals, clauses including this proviso were identical in language; the remaining clauses, all in petroleum refining, were similar in content. Examples of both are presented above. Note that, in both, the prime

employer's liability is limited to "qualified" employees:

If a contract is let by the company for any repairs or construction work, the company will attempt fairly to employ directly or, if practical, through any contractor, as many idle employees as is possible, provided they are qualified for the work available, in making repairs to buildings, tanks and equipment, or in building new structures . . .

* * *

When contract work is necessary, the employer will use its best efforts with the contractor to secure employment on the contract work for former employees laid off not more than 180 days (but not including discharged employees) of the employer who are qualified and who may be available for such work.

In a few clauses, mainly found in Steelworker agreements, management agreed to a general policy of giving preference for maintenance and construction work to the bargaining unit, as for example, in the following electrical machinery provision:

Outside Contract of Work in Plants. The employees covered by this agreement shall be given preference for maintenance and construction work in the plant to the fullest extent practicable.

Upgrading of jobs to keep work in the plant was mentioned in one agreement:

(1) So far as possible, with the work force available, minor construction and all maintenance jobs will be performed by [the company's] work force.

(2) So long as it is consistent with maintaining good operations, management will attempt to upgrade craft and trade jobs to perform the work as mentioned in the above paragraph.

Notice to Union. Numerous clauses allowed the union to participate in the making of subcontracting decisions. Only one agreement banned subcontracting without union approval and one called for notice after a contract had already been let; the largest number required simply that the union be notified or consulted. Some did not specify whether notice had to be given before or after the decision; these were found in the chemical, glass, machinery, electrical machinery, transportation equipment, communications, and utilities agreements. Typical of the clauses where the timing of notice was not explicit were the following machinery and electrical machinery provisions:

If it shall become necessary to use outside contractors to perform work in the plant normally performed by our employees, the union shall be notified and given the reason why [the company] is required to have outside contractors enter the plant.

* * *

... The company agrees to keep the union informed of the status and scope of its subcontracting program.

By far the larger number of clauses, however, required advance notice of subcontracting. Fully one-third of the agreements containing this proviso were concentrated in the transportation equipment industry, from which the following examples are cited:

When plant maintenance or construction work is let to outside contractors, the corporation will, before the work is started in the plant, give reasonable notice to the union of the nature of the work and the reason for such action.

* * *

Before bringing outside general contractors into the plant for changeover and other construction work, the company will discuss the matter with the shop committee and inform them of the nature of the work expected to be performed.

Most clauses defined the union body to be notified. Typically they were the shop committee, union scale committee, union executive board, chief department steward and the union incentive committee, business managers of the union, or the workmen's committee. Two clauses provided for expansion of standing labor-management committees when subcontracting was to be discussed. One required that supervisors directly involved in the decisionmaking participate in the discussion along with the industrial relations manager; the other gave the union the right to include its grievance committee along with its department steward in subcontracting discussions.

Only one agreement required that the prior notice be in writing:

... Before awarding to outsiders contracts for major alterations to buildings or equipment, or contracts for new buildings or equipment, the company will notify the union in writing.

Three agreements specified length of notice the company must give the union before letting a contract. One required 10 days' notice, a second established a regular weekly review of "the circumstances involved in the propriety of awarding particular contracts," and the third called for quarterly meetings to discuss such matters.

Overtime and Other Special Rules. In three situations, the use of subcontractors was discouraged by requiring the company to pay overtime, for a

"sixth day" or a "48-hour week," to inplant workers with the same skills as the subcontractor's employees, as for example, in the following food agreement:

Mechanical workers shall be scheduled on a 48-hour or more week as long as an outside contractor is in the plant doing work of a mechanical nature except for permissible contract work set forth below . . .

Other clauses called for overtime for corresponding in-plant workers when the subcontractor's crew worked overtime:

When outside contractors are required to perform work in the plant on an overtime basis, employees who customarily perform the same work will be given equal opportunity for overtime work except for the following: (a) new construction, (b) erection of large fixtures built outside the plant, (c) work which of necessity must be performed during nonoperating hours.

Exclusions similar to those indicated in the latter clause were found in all agreements that granted overtime to in-plant workers when the subcontractor's crew was on overtime.

Some clauses, whose meaning is not explicit, created a general commitment on the part of the employer to take "worker interests" into account. A majority of such clauses were included in the management prerogative section of the agreement, as, for example, in this electrical machinery agreement:

The union recognizes that there are functions, powers, and authorities that belong solely to the company, prominent among which, but by no means wholly inclusive, are the functions of introducing new or improved production methods or equipment . . . as well as the assignment of work to outside contractors after due consideration by the company to the interests of the regular employees.

Of the clauses which defined worker interests, only one required the company to provide "full information to the union committee regarding reasons for assignment of work to outside contractors."

Three clauses addressed themselves to the relationship between employees of the prime employer and those of the subcontractor. In one glass agreement, company maintenance employees were allowed to refuse an assignment which would require them to work with the subcontractor's employees. Another glass agreement made the same allowance, but recognized that at times such work might be "desirable" from a company view-

point, in which case there would be negotiations for a "temporary adjusted rate":

When construction work is being performed by outside contractors, company employees are not to be required to work in conjunction with contractors' employees.

In situations where the company considers it desirable to employ its own maintenance employees in construction work in conjunction with contractors' employees, the union and the company are to negotiate and agree as to whether or not such employees are to be paid at a temporary adjusted rate.

A number of provisions, distributed primarily among the transportation equipment, chemicals, food, and glass industries, allowed subcontracting where either specialized equipment, specialized skills, or both, were needed. The following machinery clause is an example:

The company recognizes that one of its responsibilities is to keep the present work force working at least the hours in the regularly scheduled week whenever possible, and with this in mind, the company will not subcontract any work usually assigned to regular employees, unless (1) special skill or equipment is unavailable . . .

Most clauses in this category, however, did not refer to "special skill and equipment." Skills, for instance, were generally described as available, sufficient, qualified, capable, able to do, experienced, proper. Similarly, equipment was defined as necessary, available, appropriate, capable, and proper and sufficient. For example:

So long as appropriate equipment and qualified employees in this bargaining unit are available and not otherwise engaged in current work, the company will not contract out repair or maintenance work . . .

* * *

It is agreed that whenever proper equipment and employees are available, the company will not subcontract . . .

* * *

The corporation agrees, as a policy, to refrain from having maintenance, installation, and construction work done in its plants by the employees of others, or from sending such work to outside concerns, when there are employees and facilities in the plants capable of doing this work . . .

In the following clause, the adequacy of supervision is also a factor:

This clause is not intended to restrict the company in its right to let contracts . . . when it feels it necessary or expedient to do so, such as not having the necessary equipment or supervision . . .

Several agreements established limitations based upon production and cost considerations. Some prohibited subcontracting except during

peak periods or emergencies, while the remainder were concerned with the lack of room for additional help, the inability to meet an established delivery date, and maintaining good customer and public relations. Additional provisions allowed subcontracting where it represented savings in cost or time or improved the efficiency of the operations.

As previously noted, a number of the subcontracting provisions for construction, maintenance, and installation work were concerned with safeguards for the in-plant workers' wages, hours, and conditions. Among these, a few required the subcontractor to be under union contract, a few demanded compliance with the prime employer's agreement, and two prohibited contracting out when the purpose was evasion of the prime employer's contract.

Several provisions required the subcontractor to employ union labor and to use union-made material. On the other hand, one utility agreement specified that the employees of subcontractors did not have to be union members. Another clause compelled the subcontractor to live up to general union standards, and 15—the largest concentration of provisions attempting to protect work standards—provided that subcontractors' employees must receive either prevailing area wages or not less than the contract minimums, as illustrated in the following utility contract:

Where the [company] enters into contracts for the performance of work which requires the employment of laborers and mechanics in the construction, alteration, maintenance, or repair of buildings, dams, locks, or other projects, such contracts shall contain a provision that not less than prevailing rates of pay for work of a similar nature prevailing in the vicinity shall be paid to such employees of the contractor, which rates shall not be less than the rates paid by [the company] . . . to its employees doing similar work.

Other contracts took the opposite stand, specifically stating that the prime employer would not be responsible for the wages, hours, and working conditions established by its subcontractors:

The company will not undertake to regulate the conditions of employment which may prevail under outside contracts or subcontracts covering such construction, building, or maintenance.

Finally, a few petroleum refining agreements protected the seniority of any in-plant employee

who might work for one of his employer's sub-contractors while on temporary leave of absence:

Employees granted leaves of absence to work for a contractor performing services for the employer shall retain their seniority on the same basis as though they had continued to work for the employer.

Major Versus Routine Services. A number of agreements differentiated between major or new construction, maintenance, and repair work and that which was "normal" or "routine." Typically, such clauses reserved normal work for in-plant workers and allowed major or new construction and repair to be contracted out:

So far as possible with the work force available, minor construction and all maintenance jobs will be performed by [the company's] work force.

* * *

No job shall be let to outside contractors, other than major construction and major repair, and fabrication, installation, and use of patented or highly specialized equipment . . .

* * *

The company shall have the right to contract with outside contractors for maintenance, construction, and repair work when in the judgment of the company such services are required . . . The company will not contract routine maintenance work when sufficient qualified employees are available on the payroll to do the work . . .

This policy of allocating the work according to whether it was major or normal and routine parallels jurisdictional agreements worked out between the building trades and industrial unions in several local situations.¹⁰

¹⁰ Such agreements were reached between the building trades and the United Automobile Workers in Detroit, several industrial unions in Connecticut, and the Steelworkers in Youngstown, Ohio.

A Case Study of Variables in Retirement Policy

JUANITA M. KREPS*

THE 1960's may bring us full circle in the evolution of retirement policy. In contrast with the depression era of the 1930's, when compulsory retirement was viewed as a means of rationing scarce jobs, the tight labor market conditions in the 1940's and early 1950's brought flexible retirement. In recent years, the labor market pressure to retain workers past the age of 65 has been disappearing, as the recessions of 1957-58 and 1960-61 left a growing residue of unemployment. Other pressures for flexible retirement policies have continued, however. The rapid growth in the number of workers reaching the customary retirement age of 65 has been accompanied by mounting evidence that many of them have the ability to continue on the job. Furthermore, the most obvious solution to the low-income status of the retiree is continued employment. Involuntary retirement policies have thus been sharply criticized.

But the question of retirement policy in the present decade must be posed in a somewhat different context, for developments in both the demand for and the supply of labor focus attention on economywide phenomena. On the demand side, rapid technological changes in certain industries have raised the question of the ability of other sectors of economy to absorb the displaced workers. On the supply side, the rate at which new entrants into the labor market are swelling the labor force each year raises the even more difficult question of the balance of total labor requirements with labor supply. Retirement practice could come to be viewed as one of the

measures through which the balance is maintained. If so, the movement is likely to be toward retirement before rather than after age 65.

Two of the crucial determinants of future retirement policy will thus be the industry-by-industry pattern of technological developments and the accompanying rate of job displacement. Within this context, employer retirement policy may continue to vary from one industry to another, and from one size of firm to another, as earlier study has indicated.¹ Moreover, such variations in employer retirement policy parallel those in age limitations in hiring policy.² In both cases, practice seems to vary with size of establishment and with industry group or degree of job skill required. Other variables, particularly labor union influence, appear to play an important role in determining retirement policy, as does, of course, the existence of a private pension plan.

The Present Study

Three variables that affect retirement policy were selected for analysis in the present study: job skill, size of firm, and extent of unionization. In order to examine the effects of each variable, three North Carolina industries—textile, furniture, and tobacco manufacturing—which exhibit marked differences in these characteristics, were chosen. With respect to skill, many jobs performed in the furniture industry require a high degree of skill, those in the textile industry require much less skill, and the bulk of the workers in tobacco manufacturing are unskilled. In degree of unionization, the contrast is between tobacco manufacturing, which is quite highly unionized, and textile and furniture manufacturing, which are not. Measured by number of employees, each industry has a large proportion of small firms³ (three-fifths in textiles and about seven-tenths in furniture and tobacco). However, the significance of the large, small, or medium-size firm as an employer varies from one industry to another. The medium-size

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¹ See, for example, Margaret Gordon, "The Older Worker and Retirement Policies," *Monthly Labor Review*, June 1960, pp. 577-585.

² *Counseling and Placement Services of Older Workers*, U.S. Department of Labor, Bureau of Employment Security (Bull. E 152), September 1956, pp. 29-39; summarized in "Job Problems and Their Solution," *Monthly Labor Review*, January 1957, pp. 22-28.

³ For purposes of this study, firms were grouped as small (1-99 employees), medium (100-499), and large (500 and more).

firms employ more than half the furniture industry's workers, whereas employment is concentrated in large firms in both textiles (about five-eighths of total employment) and in tobacco (nearly nine-tenths), as shown in table 1.

Questionnaires on the employment of workers aged 65 or over (hereafter termed "older workers") were mailed to the 1,470 plants in these industries shown on a statewide listing obtained from the Employment Security Commission of North Carolina.⁴ Those plants which replied that they had production workers aged 65 or over were

sent a longer questionnaire covering conditions of employment of their older workers: level of job held after 65, seniority, promotions, union position, etc. Those whose response to the initial inquiry indicated that they did not retain employees beyond a certain age were sent a second questionnaire on the reasons for this policy: lower productivity, higher cost, etc., of older workers.

⁴ Questionnaires were mailed to all plants in each industry in order to check for interplant differences of the multiplant firms. No variation in policy appeared, so data were treated throughout on the basis of firm. The 1,470 plants on the list were operated by 1,326 firms (891 in textiles, 388 in furniture, and 47 in tobacco).

TABLE 1. RETIREMENT POLICIES IN NORTH CAROLINA TEXTILE, FURNITURE, AND TOBACCO FIRMS, BY SIZE OF FIRM

Item	Textile firms				Furniture firms				Tobacco firms			
	All sizes	1-99 employees	100-499 employees	500 employees and over	All sizes	1-99 employees	100-499 employees	500 employees and over	All sizes	1-99 employees	100-499 employees	500 employees and over
INDUSTRY STRUCTURE												
All firms:												
Number.....	891	525	278	88	388	276	97	15	47	34	8	5
Percent of industry total.....	100.0	58.9	31.2	9.9	100.0	71.1	25.0	3.9	100.0	72.3	17.0	10.6
All employees:												
Number.....	219,849	18,647	59,907	141,295	41,407	8,031	22,364	11,012	33,165	896	2,817	29,452
Percent of industry total.....	100.0	8.5	27.2	64.3	100.0	19.4	54.0	26.6	100.0	2.7	8.5	88.8
Firms responding to initial questionnaire:												
Number.....	624	362	196	66	302	207	84	11	39	26	8	5
Percent of industry size class total.....	70.0	69.0	70.5	75.0	77.8	75.0	86.6	73.3	83.0	76.5	100.0	100.0
Employees in responding firms:												
Number.....	183,597	13,534	43,510	126,553	35,249	6,325	19,031	9,893	33,048	779	2,817	29,452
Percent of industry size class total.....	83.5	74.2	72.6	89.4	85.1	78.8	85.1	89.8	99.6	86.9	100.0	100.0
RETENTION OF WORKERS AGED 65 AND OVER												
Firms reporting retention:												
Number ¹	251	83	119	49	119	53	55	11	22	16	3	3
Percent of industry size class respondents.....	40.2	22.9	60.7	74.2	39.4	25.6	65.5	100.0	56.4	61.5	37.5	60.0
Percent of respondents where workers had reached 65.....	70.1	60.1	75.3	79.0	65.7	57.0	71.4	100.0	75.9	64.0	42.9	60.0
Employees in firms reporting retention:												
Number.....	106,504	3,933	27,404	75,167	25,418	1,819	13,706	9,893	12,824	600	872	11,252
Percent of industry size class respondent total.....	58.0	28.4	63.0	59.5	72.1	28.8	72.0	100.0	38.8	77.0	31.0	38.2
Production workers aged 65 and over retained:												
Number.....	3,421	184	1,230	2,007	1,063	101	630	332	186	17	17	152
Percent of total in firms reporting.....	3.6	5.5	5.1	3.0	4.5	6.2	5.0	3.5	1.6	3.1	2.2	1.5
COMPULSORY RETIREMENT POLICY ²												
Firms with compulsory retirement:												
Number.....	51	10	24	17	14	7	7	0	20	9	7	4
Percent of industry size class respondents.....	8.2	2.8	12.2	25.8	4.6	3.4	8.3	0	51.3	34.6	87.5	80.0
Production workers in firms with compulsory retirement: ³												
Number.....	29,308	624	6,462	22,222	2,259	856	1,443	0	23,916	365	2,135	21,416
Percent of industry size class respondent total.....	18.0	5.3	16.9	19.8	7.1	15.0	8.2	0	80.4	50.9	84.2	80.8
OTHER POLICY												
No employees reaching 65:												
Number of firms.....	296	224	38	4	121	114	7	0	10	9	1	0
Number of employees.....	18,165	7,343	6,761	4,061	3,806	2,808	998	0	586	146	440	0
Firms with no fixed retirement age:												
Number.....	573	352	172	49	288	200	77	11	19	17	1	1
Percent of industry size class respondents.....	91.8	97.2	87.7	74.2	95.4	96.6	91.7	100.0	48.7	65.4	12.5	20.0
Production workers in firms with no fixed retirement age:												
Number.....	133,105	11,135	31,827	90,143	30,103	4,837	16,066	9,200	5,843	352	400	5,091
Percent of industry size class total.....	82.0	94.7	83.1	80.2	92.9	85.0	91.8	100.0	19.6	49.1	15.8	19.2

¹ Includes the following firms also reporting policy for compulsory termination of employment: 22 (1 small, 13 medium, and 8 large-size) textile firms, 4 (medium-size) furniture firms, and 8 (3 small, 3 medium, and 2 large-size) tobacco firms. This apparent inconsistency is explained by the fact that many compulsory termination policies merely deprive the worker of the choice of whether he will continue working after reaching the stipulated age;

he may continue at the employer's option, sometimes for a specified number of years or until a stipulated age at which retirement is automatic.

² For definition, see text footnote 5.

³ Includes practically all of the firms reporting no workers having reached the age of 65.

Retention vs. Compulsory Termination

To the initial inquiry sent to all plants, more than a third of the responding textile and furniture firms and more than half of the tobacco firms replied that they had production workers aged 65 or over. But many of the firms, particularly the small ones, had been in operation only a few years, and none of their workers had reached the age of 65. If these are omitted, the proportion of firms employing production workers aged 65 and over is much higher: over two-thirds in textiles and furniture, and three-fourths in tobacco.

Variation by Firm Size. A first test of the hypothesis that a small firm permits greater flexibility of retirement policy can be made by ascertaining whether the retention of older workers has a discernible pattern by firm size. Among the firms studied, there was no consistent intraindustry behavior. In both textiles and furniture, the proportion of firms retaining older workers rose as the size of firm increased. In tobacco firms that had had workers reach age 65, practically all the small ones retained some of these workers, and three out of five of the large firms employed older workers. But only a third of the medium-size firms had older workers.

Applying two other perhaps more reliable tests, however, reveals some direct relation between firm size and percent of firms with compulsory retirement.⁵ First, relating involuntary retirement policy to size of firm: the small textile firms rarely had a compulsory retirement policy, the percentage with a fixed retirement age increasing with size of firm (from 3 to 26 percent). In both furniture and tobacco, the medium-size firms most frequently had compulsory retirement policies. Although the number of tobacco firms in the medium- and large-size class was very small, seven out of eight of the medium-size firms and four out of five of the large firms had compulsory retirement, compared with one out of three of the

TABLE 2. PREVALENCE OF COMPULSORY RETIREMENT POLICY,¹ IN NORTH CAROLINA TEXTILE, FURNITURE, AND TOBACCO FIRMS BY UNION AND PENSION PLAN STATUS

Union and pension plan status	Textiles	Furniture	Tobacco
Firms with union contract.....	15	7	21
With compulsory retirement.....	12	2	14
With private pension plan.....	12	4	12
Firms without union contract.....	148	56	3
With compulsory retirement.....	28	10	1
With private pension plan.....	14	6	0

¹ For definition, see text footnote 5.

small firms. By contrast, none of the large furniture firms had such a policy, and the proportion was higher among medium-size than small firms, but both the numbers and percentages were small.

The other test of the relation between firm size and retirement practice is made by checking the numbers of older workers retained in each size of firm. Older production workers (male and female) as a percent of total production employment in firms where retained was correlated inversely with firm size in all industries: in textiles, the percentage varied from 5.5 in the small to 3.0 in the large firms; in furniture, from 6.2 to 3.5, and in tobacco, from 3.1 to 1.5 percent.⁶

In summary, a compulsory retirement policy appeared most frequently in the large textile firms, in the medium-size furniture firms, and in the medium and large tobacco firms. But in all industries, the percent of older workers declined as firm size increased.

Variation by Industry. The foregoing figures also reveal differences in retirement practice by industry. A compulsory retirement policy was found in more than half of the tobacco firms, but in only about 8 percent of the textile and less than 5 percent of the furniture firms. Moreover, the proportion of each industry's production employment in firms with compulsory retirement policies varied dramatically from 7 percent in furniture to 18 percent in textiles and 80 percent in tobacco manufacturing. It is obvious that the furniture worker was most likely to be retained on the job past the age of 65, and that the textile employee, although less frequently retained than the furniture worker, had far greater opportunity for continued employment than the tobacco worker.

Since skill is likely to be a major determinant of retirement policy, one might expect employers to distinguish between the policy applicable to

⁵ Compulsory or involuntary retirement is used hereafter to refer to the policy of terminating employment at a certain age, except as the employer may choose to make individual exceptions, regardless of whether the firm provided a pension or retirement severance pay. Although many of the compulsory retirement firms indicated that they actually had production workers aged 65 or over employed, the number retained by these firms was insignificant; fewer than five employees in all cases. The age of retirement was 65 in all cases except for two small and one medium-size tobacco firm, which indicated a retirement age of 62.

⁶ For men, the percentages were at least twice as high as for women.

skilled and that applicable to other potential retirees. However, practically all employers indicated that the same retirement policy applied to all workers, regardless of skill. Several reasons were given for this uniformity of policy: fairness to all workers; the union demands uniformity; retention of the older worker "depends primarily on the man, rather than the job."

Variation by Union and Pension Status. For the 250 firms (183 flexible and 67 compulsory retirement firms) which responded to the second and third questionnaires, the union status and existence of a private pension plan can be related to retirement policy. Within each industry, a significantly higher percentage of firms with union contracts had fixed retirement than was the case for firms without union contracts. In the textile industry, for example, in which very few firms were organized, it is nevertheless true that where unions did exist, four out of five firms had compulsory retirement. (See table 2.)

The presence of a union means in most cases the existence of a private pension plan, which in itself would be a primary determinant of retirement policy.⁷ Of the three industries in this study, tobacco was the only one in which unions and private pension plans covered a significant proportion of the firms. Virtually all of the unionized tobacco firms with compulsory retirement had private pension plans. In the other two industries, neither unions nor private pension plans appeared with any frequency, but the two went hand in hand.

In summary, the furniture industry was characterized by small and medium-size, nonunion firms without private pension plans and with flexible retirement policies. In the textile industry, employment was concentrated in large and medium-size firms which were typically not unionized and

which did not have private pension plans. Only in the large textile firms was compulsory retirement significant, and here only one firm in four followed this policy. In the tobacco industry, most of the employees worked in large, unionized firms with private pension plans and fixed retirement age of 65.

Employer Evaluation of Older Workers

Studies of their actual performance in industry indicate that older workers have more ability than has generally been recognized.⁸ The evaluations given by the flexible retirement firms in this study confirmed the view that workers over 65 years of age perform satisfactorily. The compulsory retirement firms' evaluation of older workers was not at all similar, however, with respect to the comparative productivity, cost of employment, and absenteeism of older workers and other workers. About three-fourths of the 67 compulsory retirement firms thought older workers were less productive, but only about one-eighth of the 183 flexible retirement firms held this view. The other firms in both categories reported that the productivity of older workers equaled that of younger workers. On the question of comparative costs,⁹ almost half of the compulsory retirement firms thought retaining an older worker was more costly than having a younger worker do the job, but less than a tenth of the flexible retirement firms found the cost higher. There appeared to be less difference of opinion on the question of absenteeism, with 27 percent of the compulsory retirement firms and 6 percent of those with flexible retirement stating that older workers had higher absenteeism. On the other hand, several of the flexible retirement firms reported lower absenteeism rates for workers aged 65 and over than for younger workers.

The lack of similarity in rating given the older worker by the two groups of firms raises again the question of the extent to which retirement policy is related to the actual performance of the older worker. In some instances, the answers given may reflect an attempt to explain a compulsory retirement policy which has been adopted, rather than a sincere belief that the older worker is, for example, less productive. An employer who believes that a large percentage of his 65-year-old workers are competent to continue on the job

⁷ See "Involuntary Retirement Provisions," *Monthly Labor Review*, August 1959, pp. 855-860. Three-fifths of the 300 pension plans analyzed in that study contained involuntary retirement provisions. All 3 of the plans studied in the tobacco industry had such provisions, as did 6 of the 8 textile plans and 1 of the 4 furniture industry plans.

⁸ See, for example, "Comparative Job Performance by Age," *Monthly Labor Review*, December 1957, pp. 1467-1471.

⁹ To facilitate interpretation of the questionnaire and to allow for a reflection of higher pension costs, cost was defined as the cost to the company of having an older worker do the particular job for which he was retained (for the flexible retirement firms) and the firm's estimate of the cost of retaining an older production worker (for compulsory retirement firms). Both groups of firms were then asked to indicate whether the cost of retaining an older worker was actually or by estimate higher, lower, or about the same as the cost of having a younger worker do the job.

may prefer not to have to judge each case separately. "The company would have to defend each retirement both to the worker and the union," one employer stated. Thus a compulsory retirement policy, adopted partly to avoid conflicts arising from evaluating the performance of the individual worker, may be justified on the vague basis of alleged lower productivity.

Summary and Conclusions

The hypothesis that an industry with a highly skilled labor force is more likely to retain its older workers than one with unskilled workers is borne out by the contrast in the general attitude of employers in the furniture (and to a lesser degree, the textile) industry with that of employers in the tobacco industry. The correlation between job skill and flexibility of retirement policy is suggested by the infrequency with which the first two industries had compulsory retirement policies and by the much larger percentages of the work force aged 65 or over in these industries than in the tobacco industry. Within a firm, however, retirement practices typically did not differ for the skilled and unskilled workers. In the interests of equity, the employer followed a uniform policy for all workers, and this uniformity was often cited as a major reason for strictly enforced compulsory retirement.

Firm size appears also to be a significant variable. In the textile and tobacco industries, the small firm was least likely to have compulsory retirement, and in all industries, the percentage of production workers who were age 65 or more declined as firm size increased. In the tobacco industry—the only one of the three in which involuntary retirement practices covered a large percentage of the workers—firm size was closely related to unionization and the existence of private pension plans, which in turn were clearly important determinants of policy. The combination of

large, unionized firms, usually with private pension plans and always with a relatively unskilled work force, resulted in compulsory retirement for most tobacco workers. In the textile and furniture industries, unionized firms with private pension plans occurred infrequently, but their combined appearance was usually accompanied by a fixed retirement age of 65.

The variables influencing retirement policy appear to be much the same as those which determine hiring policy. In surveying the major problems confronting older workers, the Bureau of Employment Security study previously cited found that size of establishment significantly affected the willingness of employers to hire workers 45 years of age or over, with the larger firms most frequently specifying restrictive age limits. Regarding skill, the study found that while some employers were willing to hire skilled workers regardless of age, they preferred younger persons for semiskilled and unskilled openings. Occupational groups with the most restrictive upper age limits were, in order: clerical, unskilled, professional and managerial, sales, service, semiskilled, and skilled.

The BES study also pointed out the tendency of employers to specify that only young workers would be hired to do jobs which could actually be handled by older persons. This last finding, too, is paralleled in the present study. There seems to be little evidence that within these industries the older worker's inability to perform satisfactorily on the job was an important issue in bringing about a compulsory retirement policy. Instead, retirement policy appeared to be a function of other factors, some of which have been indicated here. Still other and broader factors, however, arising from changes in the aggregate demand for and the supply of labor, are likely to become the important determinants of retirement policy in the near future.

Papers From the IRRA Spring Meeting

EDITOR'S NOTE.—*The following three items are excerpted from papers delivered at the May 4 and 5 meeting in Chicago of the Industrial Relations Research Association. Stringent space limitations have necessitated omission of several excellent program papers and the heavy cutting of those here presented. However, special care has been exercised to preserve the flavor and substance of the texts. Minor changes in wording and syntax have been made and signs to denote elisions have not been employed.*

The Use of Tripartite Bodies To Aid Collective Bargaining

GEORGE H. HILDEBRAND*

IN THE LAST 2 YEARS, a growing concern has become evident regarding the operation of collective bargaining in the United States. Public expressions of disquiet and even dissatisfaction have been voiced by some distinguished neutral experts from a quarter quite separate from the anguished cries of discontented parties to the bargaining process. The criticisms have taken two distinct forms, sometimes conjoined.

First, it is said that negotiations have failed to produce genuine accommodation of the parties' conflicting interests, leading instead to perpetuation of the status quo and on occasion to hard strikes. To some observers, furthermore, these strikes have imposed unreasonable losses upon third parties.

Second, the belief is spreading that the bargaining system is producing many economically unsound settlements that are now a real threat to the stability of the country in the difficult sixties. On this view, the problem is not the rise in the general level of wages rates and supplements alone, but includes the effects of certain work rules upon unit labor costs in some industries.

To be candid, I think there is considerable support for both types of criticism, referred to here to provide a context for proposing greater use of tripartite bodies in collective bargaining.

Types of Tripartite Devices

The tripartite device now most commonly proposed is the study committee, with or without mediatory functions. However, the private board for contract arbitration would also qualify. Although it may come about from a mild kind of official intervention, as with the railroads currently, the study committee does not imply Government regulation or coercion. Indeed, it may derive from the voluntary initiative of the parties themselves, as at Kaiser Steel or Armour Packing.

Still another form of noncoercive trilateralism appears in the new President's Advisory Committee on Labor-Management Policy, a tripartite official body to discuss wage-price relations and related matters.

Let me distinguish the tripartite study committee from the tripartite arbitration board. As currently put forward, the proposal for study committees contemplates an ex ante mechanism for eliding or resolving difficult issues before they become joined in an intractable strike. This is not strictly true, for the Kaiser Committee emerged after a strike, while by contrast, the Railroad Commission came into being to head one off. But in both cases, in giving their consent, the parties were looking to the future. Their purpose was to examine certain hard questions away from the bargaining table and with the aid

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of distinguished outsiders, in hopes that solutions could be found that would eventuate in more successful negotiations the next time around.

By contrast, the voluntary tripartite arbitration board, for contract or grievance issues, is an *ex post* device for disposing of questions already joined. In contract issues, the parties commit their destinies to a third party because they cannot get agreement and wish either to avoid or to end a strike. Since the issues must be submitted, the neutrals can do little to shape them, while their authority to explore alternatives is likely to be circumscribed.

The case for the study committee proposal boils down to this: that time, expertise, and detailed examination are all required to deal with problems of unusual difficulty, and that negotiations and the quality of settlements will both be helped greatly if such issues can be explored well ahead of time, away from the bargaining table. Among the problems would be revision of incentive systems and obsolete or inefficient work rules, planning adjustment to technological change, reduction of a high grievance rate, and increasing the efficiency of high-cost plants or firms—to name a few. On a broader plane, the committee could well investigate quietly the causes of unusual negotiatory difficulties, perhaps fostering greater attention to common interests and better appreciation of the special problems of each side.

The Role of Neutrals

The advantages of introducing "outsiders who become insiders by adoption," to use George Taylor's expression, are not at all self-evident. To illustrate, bipartite committees have been used in the basic steel industry with remarkable success for many years, in development and application of the joint industrywide job-evaluation plan. To the public, the steel industry seems perpetually engaged in almost total conflict. Yet here is an outstanding instance of effective cooperation, by which the wage structure of the entire industry was recast.

The stabilization agreement in West Coast longshoring is another strong example of a successful bilateral attack upon a difficult problem. There the parties negotiated a trade by which certain obsolete and costly work rules were relaxed

in exchange for a fund to stabilize earnings and to accelerate retirements.

What, then, is the case for introducing neutrals? There is none when the right kind of circumstances prevail. However, if the problem is one in which interests are deeply conflicting at the outset, the level of accommodation will be too low to permit success of a bipartisan approach.

Beyond this honorific function, neutrals can serve as catalysts, by undertaking continuous mediation in the broadest sense—directing the parties' attention to problems, to the facts developed by investigation, and to the need for viable solutions—with tactful occasional reminders that the public also has an interest. By injecting new ideas at strategic points, the outsiders can increase the possibility of constructive discussion. In the end, of course, solutions still must be negotiated, as they should be in a voluntary system.

For prenegotiation procedure—and this is the real place of the study committee—the tripartite panel seems to me so obviously preferable to an all-public board as to require little extended comment. After all, the intent of the whole idea is to improve the prospects for accommodation in an inherently difficult setting. By contrast, in contract arbitration—an *ex post* procedure—the case against the all-public board is by no means so clear cut.

In principle, the study committee device suffers from a curious paradox: that it has its greatest utility in cases of extremely low accommodation, yet depends heavily and directly upon the level of accommodation if it is to yield tangible results. The way of escape from this impasse lies in the mediatory skills of the neutrals, for careful study and patient discussion can produce a more constructive outlook.

Implications of the Kaiser Committee

One of the novel features of the Kaiser Committee is that it was formally established for the life of the agreement, and shows some promise of becoming a permanent contractual institution. Another is its proposal that, if necessary, it may review negotiations, with the public members participating in what might be called "built-in mediation and factfinding with recommenda-

tions." Beyond this, the proposal would even allow the public members to report publicly on the status of negotiations. Finally, the committee was formally asked to develop a plan for division of the proceeds of the business, as among stockholders, employees, and consumers.

The introduction of neutrals to help plan the distribution of gross earnings also invites speculation, although so far no plan has been made public. The principle is not altogether new, but its practical implications deserve examination. Our official policy of bilateral monopoly in labor markets makes wages and profits often indeterminate. Within limits, they are fixed by a power struggle. By comparison, the older competitive principle that the only sound wage is that unique one which clears the market, while more honored in the breach than in the observance, at least provided a functional standard for wages. In theory, it supplied commutative but not necessarily distributive justice—the employer pays and the worker gets what the free market judges to be the latter's productive worth, not what he "needs." Inherent imperfections in the labor market, supplemented by collective bargaining, have made this principle obsolete in most situations, requiring in its place either a power struggle or an acceptable criterion of "fairness" to guide the distribution of the proceeds of the firm. The Kaiser Committee now has the unenviable task of formulating just such a criterion.

If this doctrine spreads, it could go two ways. It might lead to greater attention to the consumer in collective bargaining, by passing back more of the savings from technological progress as lower prices, and less as increased profits and money wages.

Alternatively, joint pressure could well develop in favor of greater plowback of savings, "to develop the business and enlarge its wage-paying capacity." On the surface, this looks good, for it would increase the productivity offset to higher money wages. There are just two difficulties. First, if the approach were widely followed in rapidly progressing firms that also happen to be strategically situated, it would strengthen the role of such firms as the bellwether for wage patterns that in turn would then spread to the more slowly advancing or even stagnating and declining parts of the economy. The upward pressure on wage costs

and prices would increase, making the desired union between full employment and stable prices even more difficult to achieve. Further, by freeing the firm even more from competitive dependence upon the external capital market, greater reinvestment rather than distribution of earnings would foster increased monopoly power.

Beyond this, the proposed distributive plan undoubtedly contains the germs of industrial syndicalism—cooperation within competing producer groups to exploit the rest of the economy. Given a single product-marketwide union, employers in the field are already driven to joint action in the labor market. Suppose, now, they formalize this with an association, superimposing a study committee to work out an industrywide distribution plan.

Trilateralism and Economic Equity

There is reason to doubt that any form of trilateralism—the study committee, contract arbitration, or the high-level national conference—will improve the overall economic quality of settlements, granting that relief may be had in cases of severe distress.

The tradition is now established that wages should rise considerably faster than the rate of increase even in gross labor productivity. On the one side, the corporate income tax reduces employers' resistance to inflationary settlements, while public opinion still looks one-sidedly at the intended benefits of wage gains, to the neglect of their effects upon costs and prices. On the other, union leaders still must serve their constituents, and cannot get far with pleas for private restraint for the public benefit, even if this were their dominant outlook.

However, the situation is not hopeless by any means, even if it is unlikely to improve by introduction of supplementary tripartite devices. Measures to increase total demand will yield economies of higher productivity through larger volume. If Federal tax policy could be revised to increase the inducement to invest, faster replacement of obsolete plant and more innovation would follow. If public opinion could become more aware of the cost-price problem, this might well temper inflationary behavior in wage-making and price-setting.

The Work Rule Problem and Property Rights in the Job

WILLIAM GOMBERG*

THE QUESTION of work rules must plague any dynamic society. Technological stagnation would put an end to the work rule problem or, perhaps better yet, the problem would never arise. Innovation subverts the stability of the management-labor relationship, carefully worked out job descriptions and established property rights in jobs disappear overnight and are replaced by new job descriptions requiring a reworking of new relationships in the presence of contenders who are refugees from the old technological climate. No sooner are the new sets of rules developed than a restless management again subverts the new relationship with new innovations and new fights replace old ones. The radical unionist fights conservatively to hold on to his old jobs while the conservative manager never stays in one place long enough to let the dust settle.

The Property Right Concept

Practically all discussions of work rule problems have proceeded upon a set of implicit assumptions. Management has implied that it is entitled to a volume of work that calls for the full exertion of the worker just short of his physiological and psychological limits. The trade unions have never openly rebelled against this concept. They have, therefore, adapted their arguments to this assumption and usually couched discussions about rules in terms of health and safety. In the back of the mind of the trade unionist is an emerging property right which he is attempting to assert. The rituals of our society are not yet ready to accommodate this new concept, and so he conservatively attempts to secure his objective through indirection by complying with the conventional rituals.

Many of the work rules define an emerging property right of the worker in his job. For example, a jurisdictional claim of a yard worker that he and he alone can handle a train in the yard, and the corresponding claim of a road worker that he and he alone can handle a train on the road, stem from a property right of each craft in

the particular job area. The equivalent of the worker's property deed is the collective agreement.

It would be silly and pointless to deny that work in many cases could be performed more cheaply if these property rights and the penalties for their violation did not exist. In a democracy, however, other values than those of productivity receive equivalent attention from the community.

Work rules are insistently treated as a separate question in collective bargaining, but are they, in fact, unrelated to the other issues of bargaining? The history of negotiations is an extremely complex story of the comparative weighting of different objectives. How many demands for additional increases in wages were sacrificed in exchange for a work rule? Any program to undertake the revision of work rules must always keep these considerations in the background.

Cases in Point

Excellent examples of what we are talking about are provided by the recent conflicts over contracting out between the crafts and industrial unions. The maritime industry, the railroad industry, and the steel industry provide more classic kinds of examples.

The Pacific Coast longshoremen and the employers were able to reach an agreement without third party intervention. The setting up of the railroad commission represents an effort to make a new use of neutrals in collective bargaining. The recommendations which they will make are not compulsory.

Suppose, despite their best efforts at achieving a consensus, despite heroic efforts to mediate the demands of the parties, they are unable to gain an agreement, what then? The strike is still open, but largely as a ceremonial weapon rather than an operational tool. Certainly the railroad unions learned this lesson during the general strike of the Locomotive Engineers during the Truman administration. Is compulsory arbitration the answer? The stock answers are readily available with all of the examples of why, where, and how it has not worked in the past. Suppose, however, we set up a tribunal on the basis of a fundamental acknowledgment of the worker's property right

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in his job; that it is not for the tribunal to decide whether or not the job exists, but whether or not the job deserves to be continued and if it deserves not to be continued, what is the surrender of the property right in the job worth? In other words, assign to the tribunal the equivalent of the power of eminent domain for the job area. Defining the procedure and frame of reference for a compulsory arbitration tribunal of this nature may lead to a more real acceptance of its authority rather than a wide-open tribunal that creates its own frame of reference and its own sense of equity to suit itself.

Is the Obsolete Worker a Capital Charge?

The cost of obsolete workers should be viewed as being as rational a charge on industry as the cost of obsolete machinery. There is no reason why an enterprise should expect to create a depreciation reserve or an obsolescence reserve for hardware and at the same time be free of any similar obligation for human ware. At present, the costs of worker obsolescence are undertaken by the community by the socialization of the charge through unemployment insurance and by community relief when the unemployment insurance period has expired. Unemployment insurance has been supplemented of late through supplemental insurance benefits negotiated through collective bargaining.

It is a truism that the more we keep our economic decisions decentralized and out of the State sphere, the more we will break up unhealthy combinations of power concentration with their ultimate political consequences. The movements for severance pay are an attempt to move in the direction of localized reserves for human obsolescence. New experimentation with collective bargaining devices at the local level can lead to a rational procedure which will capitalize the earning power of a worker who is deprived of his job property.

Payments can be related to criteria such as worker age, prospective transferability of the worker to other occupations, and earning opportunities. In a sense, it becomes the obligation of the private enterprise manager to treat labor as

a capital charge rather than a variable charge on the enterprise. Top management personnel is treated this way now; it is merely a matter of extending this attitude toward labor obligations down the plant hierarchy on the assumption that a worker develops an equity in his job in a property sense. To be sure this does not exclude the State from many functions that can only be socialized, like minimum standards of unemployment insurance and social security. However, an acceptance by management of the job property principle would lead to diversity in handling the problem at the local level that can be treated by decentralized decisionmaking. This would be in accord with our unique cultural pluralism, characteristic of the West.

A Plea for Experimentation

It has become clear that collective bargaining is rapidly approaching an impasse. If it is to survive, experiments with new institutions become necessary. In a sense, this echoes a development that took place when collective bargaining agreements began to break down administratively over the process of grievance solving. The clothing workers' unions then pioneered the concept of a permanent umpire, with a thorough knowledge of the industry, who could propose equitable solutions. The previously employed system of ad hoc arbitration of grievances had become increasingly unsatisfactory: arbitrators, ignorant of all the intricacies of union-management relationships in the complex industry, often rendered decisions that were judicially equitable but operationally impossible. The ad hoc arbitrator had to become a professional member of the family—albeit one with a professional obligation to the public.

Today, increasing dissatisfaction with ad hoc governmental intervention at the climax of negotiations for new contracts has led to a similar experiment, again making use of "members of the family" with a professional obligation to protect the public interest. But this time, the experiment is applied not merely to the settlement of grievances but to the actual formulation of contracts.

Problems of the West Coast Longshore Mechanization Agreement

LINCOLN FAIRLEY*

How Should the Money Be Raised?

ONCE IT HAD BEEN AGREED that the Pacific Maritime Association would contribute a flat amount [to the automation fund], there was a second question of how the money should be raised.¹ Should individual employers be assessed on a man-hour or a tonnage basis?

The man-hour basis had been used in order to raise the initial \$1.5 million. The tonnage basis is used now: 17½ cents per ton of ordinary cargo, 5½ cents per ton of bulk. Domestic operators are paying the assessment, and no doubt have amended their contracts with stevedores accordingly. In the case of foreign lines, the stevedore pays the assessment and collects from the steamship company.

During the period when the man-hour basis was being used, the stevedore contractors and the foreign lines, who have little or no interest in increased productivity, complained bitterly that they were being compelled to subsidize the more enterprising and progressive companies which were pushing ahead on mechanization. Although the tonnage basis now in use appears on the surface to be more nearly equitable, payment in proportion to man-hours saved, with an adjustment for capital cost, would be even more equitable.

Tax Problems

The parties have run into difficulties because the unique character of the agreement does not fit into existing categories of the Internal Revenue Code. The agreement provides that contributions to the fund shall be contingent upon the employers' obtaining Internal Revenue Service approval for treating contributions as business expense. To secure approval, it may become necessary to incorporate some portions of the program as amendments to the existing pension plan and possibly to make other minor modifications in the agreement. Negotiations on this matter are currently underway.

Load Size

The agreement permits larger slingloads when the conditions which governed the setting of slingload limits no longer apply. The operating employers have, in some instances, interpreted this provision to permit enormously increased slingloads without any compensating use of equipment or without adding any men. The men have balked, protesting that they cannot "meet the hook" when the loads are so big, that they are being speeded up, and that the work is onerous. The original slingload limits were adopted primarily to protect the men in the hold. If now, without any change in equipment or manning scale, they have to stow two tons in the same time they formerly stowed one ton, they naturally object. The employers have been told that under these circumstances the hook will just have to hang while the men stow cargo at the former rate. The no speedup provision governs. Though the Maritime Cargo Transportation Conference studies show that considerable improvement in productivity is possible with larger hold gangs, no employers are so far experimenting with larger gangs.

Multiple Handling

It was anticipated during negotiations that the elimination of multiple handling on the dock, and the consequent limitation on Teamster jurisdiction, might cause complications with the Teamsters. When the agreement became effective, the Teamsters were told by our employers that they could no longer build their loads on the dock; they would have to build them on their trucks. The Teamsters union objected and picketed the docks first in Los Angeles and then in San Francisco, despite attempts by the International Longshoremen's and Warehousemen's Union and our employers to confine the problem to a single dock for test purposes. They argued that their

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¹ Only the concluding section of Mr. Fairley's paper, relating to present and prospective problems flowing from the contract between the Pacific Maritime Association and his union, has been excerpted. The earlier portions, dealing with the negotiations and the substance of the agreement, were covered in "Working Rules in West Coast Longshoring," by Max D. Kossoris, *Monthly Labor Review*, January 1961, pp. 1-10.

agreements did not expire until July 1, 1961, and that until they could renegotiate their contracts they were not going to permit their members to lose jobs.

The matter was worked out after a few days through four-way negotiations involving PMA, ILWU, the Teamsters union, and drayage associations up and down the coast. Except for San Francisco, the agreement reached provides, on a coastwise basis, for a return to the status quo prior to the inauguration of our agreement and for its continuance until July 1. After that date, the new methods will go into effect on the docks. The Teamsters union is planning to renegotiate its contracts, possibly to include some provision similar to ours by which they obtain some benefits in return for loss of jobs. Meanwhile, multiple handling continues on some jobs and the PMA is considering whether to demand some compensating abatement of their contributions to the fund.

In San Francisco, where this settlement was turned down by the Teamsters, the PMA has sued the Teamsters for damages and has brought National Labor Relations Board charges. These actions will be dropped if the local Teamsters agree, meanwhile, to go along with the agreement worked out for the rest of the coast.

It is important to point out that in this industry and in the present instance, the basic jurisdictional struggle is not between the Teamsters and the Longshoremen but between the drayage companies and the dock operators. What is necessary, by way of immediate solution, is for shippers to give different orders to the drayage companies. The longrun solution, which will prevail whatever the outcome of the present jurisdictional beef, is that technological advance will eliminate the work which is now at issue. Most loads will be handled as units, with the result that neither teamsters nor longshoremen will be building loads on the dock. That work will be done once and for all by employees of the shipper.

The Effect on Future Wage Negotiations

What effect this will have on future wage negotiations is a nice question. Has the union, by getting a side deal on mechanization, deprived itself of an important argument for wage increases?

A first answer may appear when wages are open for negotiation [June 1961] and, failing agreement, for settlement by arbitration. The union will certainly insist that the mechanization agreement is wholly apart from wages, that employers are recovering at least the equivalent of their annual \$5 million contribution through mechanization and rules changes—and if they are not, that it is their own fault. The PMA may contend that the mechanization agreement costs something like 4½ percent of payroll, that on top of that wages were increased 8 cents last June, and that the union has always argued productivity gains in the past as one basis for wage increases.

Actually in the past, productivity as a wage argument has been accorded relatively little attention, particularly by arbitrators. The employers have on occasion argued that the men were not entitled to an increase because productivity in the industry was low and falling, while the union has argued, on the basis of national productivity gains, that unless productivity is taken into account living standards cannot be increased. Decisions, as in most industries, have been largely made on the basis of other factors.

To hazard a guess, I would say that if the wage issue is settled in negotiations, the influence of the mechanization agreement will be governed largely by how smoothly the agreement is working. If a lot of difficulties are being experienced which the PMA can attribute to the union or to the men, the employers will not be disposed to grant a wage increase, or not as much as they otherwise might. If the matter goes to arbitration, who can predict what an arbitrator will do?

Is Mechanization Bargainable?

Though many employers consider that mechanization is wholly an employer prerogative, the PMA never took this position. From the start, it recognized that the union had a legitimate interest, and it was willing to concede that the men were entitled to a "share of the machine." It is true that its position may have been in part a recognition that without the cooperation of the union, it could not hope to accomplish its objective of greater managerial freedom and elimination of restrictive practices, at least without a prolonged struggle. Nevertheless, its position represents a

more farsighted attitude than prevails in many industries. From the standpoint of economics, mechanization and productivity are certainly proper subjects for bargaining. If wage bargaining is restricted to the amount of payment per hour, the question of how much work is done in an hour remains to be fought out on the job in those cases where the men are in a position to fight, or, in the more usual case, for the employer to determine. A complete bargain, of course, includes the rate of work as well as the compensation.

Is Third Party Participation Necessary?

Both the ILWU and the PMA feel strongly that on a complicated issue of this sort no outsider can be of any real assistance. If the parties cannot work out a satisfactory solution, a third party is even less likely to be able to do so. Even though at times during the 5 months of negotiating, one party or the other might in frustration have demanded that the matter be referred to the permanent coast arbitrator, neither party did so. A representative of the U.S. Maritime Administration attended the negotiations but did not participate in any fashion. No conciliators were called in.

The union, in fact (I cannot speak for PMA), deplores what appears to be a trend toward outside participation—we would say “interference”—in matters properly handled through collective bargaining. We are opposed, whether the third party be the Government or college professors. We think the Bi-State Waterfront Commission on the East Coast was unnecessary and undesirable, despite some of the serious situations it was designed to correct, and despite some of the good things which it has done. We have strenuously opposed proposals which have been made from time to time for the establishment in the maritime industry of Government machinery similar to that in the railroad industry. We are skeptical of the tripartite bodies set up by last year's steel negotiations and in the packinghouse industry. As far as we can learn, they are accomplishing very little, at great expense to the parties.

So far as our present agreement goes, we agree with Donald Crawford when he told a conference at the Wharton School last December: “Maybe Bridges gave away the union and maybe the

waterfront employers association sold out the stockholders. But of this I am sure: no matter how bad a deal it was, still the association and the union each made a better deal for itself than the central government would provide for them.” The essential point is equally valid if one thinks the deal is a good one.

Can the Agreement Help Solve Unemployment?

We are protecting our own members to a very considerable extent against the threat of unemployment and loss of earnings in the industry, but by so doing are closing the door on younger workers who are seeking jobs in the industry. There is no difference in this respect between what we are doing and what happens in any industry as productivity rises without a corresponding increase in production. The difference lies in the fact that, in this case, the union is a party to closing the doors and this has exposed us to sharp criticism even from some in our own ranks.

The “B” men awaiting advancement to full registration have naturally objected that the agreement discriminates against them, and their cause has been supported by outside observers. Yet these same observers would not think of criticizing the steel industry for not employing men whom they do not need. The point, apparently, is that the union should not be party to limiting the number of workers in an industry, even though the limitation is required in the interests of efficient operation. If the union insists on keeping unnecessary workers on the job, it is attacked for featherbedding; if it cooperates to improve efficiency and the security of its members, it is being selfish and discriminatory.

As I have indicated, the union has reserved the right, at any opening during the life of the agreement, to seek a reduction in the work shift. We expect to move in this direction when and if the situation is propitious. This, so far as we know, is the only way that a union, through collective bargaining, can help to meet the problem of the displacement of men by new machines and new methods.

We are convinced that national legislation and national planning will be required to cope with the chronic unemployment crisis which confronts the country.

Will the Method Work in Other Industries?

This question cannot be answered satisfactorily within the limits of this paper; besides, it would require another author, one far more familiar than I with conditions prevailing in other industries. What I propose to do is simply to list the factors which, in my judgment, have contributed toward making the plan workable in the West Coast longshore industry:

1. Productivity must advance at a pace no faster than the work force is reduced by attrition. Within our own jurisdiction, the work force in the Hawaii sugar industry has been cut by more than half—with the same output—in less than two decades. It would have been impossible to negotiate a similar agreement under these circumstances. There we have experimented with some interesting variations on severance pay, but we have had to accept substantial layoffs.

2. The union must have something to sell in the way of work rules or work practices which the industry considers worth buying. Many, if not most, unions have never achieved such a position. They do not have manning scales, or agreed-on workloads, or any say as to the conditions which shall prevail when new equipment is introduced. In such cases, the union can seek severance pay, or retraining allowances, or transfer to new locations, but

it cannot bargain away valuable rules because it does not own any.

3. The union must have the discipline to deliver what it agrees to give up. The process in our union of convincing the membership that it was desirable at this time to move in this direction began as early as 1957 and is still going on. Besides several caucuses, the matter has been discussed at many union meetings, has been presented in printed form, and was voted upon in a coastwide referendum last winter. Without such an educational process, the men would never have been willing to change working conditions which they had fought for originally and had enjoyed for years.

Without pretending to any careful analysis of conditions prevailing in these industries, it seems to us that the ILWU-PMA approach might be applicable, with appropriate variations to meet different situations, to the railroad industry, to the printing trades, and to some sections of the trucking industry. We have had inquiries from the union side from local officials in each of these industries but do not have information as to whether the plan is seriously under consideration. In the mass production industries, we doubt that the unions are in a position to embrace such a program even if they desired to do so.

Special Labor Force Reports

EDITOR'S NOTE.—*The two articles which follow are part of a series of reports on special labor force subjects formerly covered in Series P-50 of the Bureau of the Census Current Population Reports. Reprints of these articles will be available upon request to the Bureau or to any of its regional offices (listed on the inside front cover of this issue).*

Long-Term Unemployment in the United States

JANE L. MEREDITH*

IN APRIL 1961, the long-term unemployed numbered 2.1 million—the highest figure for the post-war period. This group of workers who had been looking for jobs 15 weeks or longer accounted for more than 40 percent of the total out of work and included 900,000 persons unemployed for 6 months or more.

A long period of unsuccessful jobseeking usually represents a real crisis in the personal life of an individual and irrecoverable loss, both to himself and the economy, of the fruits of his productive power which goes unused during this time. For these reasons, the very large magnitude of long-term unemployment in early 1961 is one of the most important aspects of the employment situation. A large proportion of the long-term unemployed—about two-fifths in April 1961—were married men, for whom extended unemployment is particularly severe because they have the primary responsibility for support of their families. While family savings and unemployment insurance help in periods when the head of the family is looking for a job, both are often used up when he is out of work 15 weeks or longer. Exhaustions of unemployment insurance benefits were widespread among family heads and other workers by early 1961, as in previous periods of business recession. In recognition of the plight of these workers and the increasing impact of long-term unemployment, legislation temporarily extending

the period of eligibility for these payments was enacted by the U.S. Congress in March.¹

During the months before pickup from the winter lull in economic activity is complete, the number of long-term unemployed is considerably larger than levels for the rest of the year. April is the seasonal peak in long-term unemployment (about one-third higher than the annual average) so that approximately 600,000 of the 2.1 million total could be traced to the winter lull in economic activity.

On a seasonally adjusted basis, the number of long-term unemployed had shown an increase of 800,000 from the 1960 low point in May to April 1961. This gives a rough measure of the amount of long-term unemployment that can be attributed to the current recession. In addition, recovery from the previous recession had been incomplete, and the May 1960 level was about 300,000 higher than the pre-1958 levels. However, even with a strong recovery, many of the long-term unemployed who initially lost their jobs because of the economic downturn may not be rehired; some of the jobs which were eliminated during the recession may have disappeared permanently.

Turnover in Unemployment

Despite the high level of long-term unemployment in early 1961, turnover was fairly high among the unemployed. About a third of all unemployed persons in April had become jobless since the previous month. The present situation is a long

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¹ Public Law 87-6, 87th Cong., 1st sess. (Mar. 24, 1961).

TABLE 1. LONG-TERM UNEMPLOYED, 1955-59

Year	Average of monthly data		Cumulative weeks during calendar year	
	Number (thousands)	As percent of total unemployed	Number (thousands)	As percent of total with unemployment ¹
1959.....	1,040	27.3	3,703	34.1
1958.....	1,452	31.0	5,038	40.5
1957.....	560	19.1	3,352	31.5
1956.....	533	18.9	2,605	28.8
1955.....	703	24.2	2,679	27.3

¹ Total who worked at any time during the year and also were unemployed.

way from the picture of unemployment during the 1930's: a large mass of more or less permanently displaced workers with no prospects or hope for reemployment. Fortunately, this has not been the picture of national unemployment for the last 20 years, although in recent years a number of geographic pockets of chronic unemployment have developed.

Although four recessions have occurred since the end of World War II, the overall unemployment rate (seasonally adjusted) has at no time exceeded 7½ percent, whereas from 1931 to 1940 it was fairly consistently over 15 percent. Moreover, unlike the prewar situation, postwar unemployment has been characterized by spells of unemployment of relatively brief average duration. In the postwar period, the proportion unemployed for 15 weeks or more has rarely exceeded one-third. On the other hand, as late as April 1940, two-thirds of the unemployed had been without jobs for more than 3 months. Taking an average for the postwar period as a whole, about half the persons who were unemployed in any month were no longer unemployed the following month. They were replaced by newcomers to the unemployed who either lost or quit jobs or entered the labor force to look for work. After allowance for seasonal factors, this turnover rate has ranged from a high of about 65 percent during periods of very low unemployment (1953) to a low of about 35 percent during periods of high unemployment, such as in the late summer of 1958.

With this high degree of turnover, the group of persons who remain unemployed for extended periods has usually not been very large.² On a seasonally adjusted basis, the long-term unemployment rate (conventionally defined as the number out of work 15 weeks or longer as a percent of the total unemployed) has ranged from a low of

between 10 and 15 percent in 1951-53 to a peak 35 to 40 percent in 1958, generally fluctuating between 20 and 25 percent.

However, surveys of the work experience of the population during an entire calendar year suggest that the problem of long-term unemployment is more serious than indicated by our monthly surveys of the labor force (which give us a cross-sectional snapshot as of one particular week each month). A high proportion of the unemployed have more than one spell of unemployment during a calendar year. In 1959, for example, 39 percent of those with any unemployment had two or more spells, including 22 percent who had three or more. Most such persons would be reported as short-term unemployed in the current monthly surveys, but for many of them, the cumulative amount of working time lost during the entire calendar year would be more than 15 weeks. For this reason, the proportion unemployed 15 weeks or longer as measured in work experience surveys covering an entire calendar year tends to be higher than the average proportion as measured in monthly surveys (table 1).

Sources of Long-term Unemployment

The widest variations in the number of people subject to extended periods of unemployment arise from changes in the general level of economic activity. During the postwar period, the number unemployed 15 weeks or longer about tripled between the levels in prosperous years and those during business downturns. During recessions, the rate of long-term unemployment varied from one-fourth to nearly two-fifths. In contrast, only one-eighth of all unemployed persons were out of work 15 weeks or longer in 1948, and an even smaller proportion during 1953—a period when economic activity was greatly expanded by the Korean conflict. The long-term unemployment rate averaged about 20 percent between the recessions of 1954 and 1958.

Long-term unemployment failed to return to prerecession levels after 1958. For 1959 as a whole, it was over one-fourth of the jobless total—

² On the other hand, a high rate of turnover means that many workers are affected by unemployment (however briefly) at some time during the course of a calendar year. In the 5-year period for which such measurements are available (1955-59), the total with unemployment fluctuated between 10 million in 1956 and 14 million in 1958.

higher than rates for the earlier recession—affected years of 1949–50 and 1954–55. Although this situation improved through the first half of 1960 (on a seasonally adjusted basis), by the last quarter of the year, long-term joblessness began to show a substantial increase, lagging the rise in total unemployment which had begun toward the end of the second quarter. (See table 2.) By early 1961, it represented about 30 percent of the total out of work—a rate not reached until May of the 1958 recession, 1 month after the trough. Toward the end of 1958 the long-term jobless rate reached nearly 40 percent by November, lagging the upturn in the economic situation which had begun several months earlier. Therefore, if past recessions are a reliable guide to the present, long-term unemployment is likely to rise for several months (seasonally adjusted) even after recovery from the 1960–61 recession begins. Initial hiring is often concentrated among the more skilled and experienced workers who were laid off last. Several months may therefore elapse before those who lost their jobs in the early stages of the recession are rehired.

As just noted, changes in long-term unemployment generally lag the turning points in total unemployment by several months, both in the recession and recovery phases of the cycle. As would be expected, an even greater time lag occurs for those out of work 27 weeks or longer. For example, about 8 percent of the unemployed were out of work 6 months or more in 1957, as compared with 15 percent in 1959 in the aftermath of the 1958 recession. The number of these very long-term unemployed was rising by early 1961. Although they represented only a slightly higher proportion of total unemployment than a year earlier, the prospects are that this proportion will continue to rise for at least several months.

Although cyclical influences have had the greatest effect on long-term unemployment, there has also been a tendency for unemployment to remain at a somewhat higher level after recovery from a business downturn. The number of workers having extended periods of unemployment averaged between 300,000 and 400,000 in 1947–48 and fell to an annual low of 200,000 during the Korean conflict; in recent years of high employment, such as 1956–57, their number averaged above the half million mark. Following the 1958 recession, this total was about 800,000. (See chart 1.)

A part of any upward trend in a component of the labor force is usually attributable to growth in the size of the labor force itself. However, labor force growth has been an almost negligible factor in explaining the uptrend in long-term joblessness. In the first place, at no time during the past 14 years did the long-term unemployed represent more than about 2½ percent of the labor force; they averaged only 1 percent during the entire 14-year period. Assuming no change in long-term unemployment as a percent of the labor force, even very large increases in the labor force would add only a small number of persons to the long-term unemployed. Furthermore, most of the additions to the labor force were adult women, among whom long-term unemployment is relatively low. At the same time, the number of young workers aged 20–24, who have high proportions of their number in the labor force among the long-term jobless, actually declined. The composition of the work force therefore shifted decidedly in favor of groups with relatively few long-term unemployed, offsetting even the small effect of labor force growth in the uptrend.

Since expansion of the labor force accounts for very little of the uptrend, it must be attributed to an increasing tendency toward extended unemployment within specific groups, a tendency apparently associated with basic changes in the structure of the economy. For example, shifts in demand have brought about persistent employment declines in such sectors as mining and railroads. Workers in specific geographical areas have been the victims of plant shutdowns or relocations, as in the textile industry previously concentrated

TABLE 2. LONG-TERM UNEMPLOYED, SEASONALLY ADJUSTED, JANUARY 1960–APRIL 1961

Year and month	Number (thousands)	As percent of total unemployed	As percent of civilian labor force
1960: Annual average.....	956	24.3	1.4
1960: January.....	934	25.5	1.3
February.....	836	24.7	1.2
March.....	946	24.8	1.4
April.....	883	24.4	1.3
May.....	780	21.9	1.1
June.....	829	21.6	1.2
July.....	897	23.2	1.3
August.....	935	22.6	1.3
September.....	991	24.5	1.4
October.....	1,242	28.1	1.6
November.....	1,256	28.6	1.8
December.....	1,184	24.6	1.7
1961: January.....	1,375	29.0	1.9
February.....	1,408	28.8	2.0
March.....	1,448	29.1	2.0
April.....	1,561	31.9	2.2

in New England. There are a number of depressed labor market areas where the supply of labor has substantially exceeded demand for a long period of time, including such major production centers as Pittsburgh and Detroit. Many such areas are in the Middle Atlantic and East North Central States—States which have had substantially higher rates of long-term unemployment in comparison with most other regions during recent years.

Certain groups of persons are particularly vulnerable to long-term unemployment of a structural nature. Technological change presents special problems for older workers when the skill which has been the basis for their entire work experience becomes obsolete in their present place of employment. These older persons find it more difficult to relocate geographically because of such factors as family and community ties and homeownership. Learning new skills may also present more of a problem for them.

In addition to unemployment with cyclical or structural origins, some degree of long-term joblessness may also result from seasonal or other frictional situations in the economy, which are present to a certain extent even in periods of business expansion. The effect of seasonality is

especially apparent in outdoor work where weather changes bring sharp employment fluctuations in agriculture and the construction industry. Slack periods in many other industries are also concentrated in the first 2 or 3 months of the year, as both industrial production and consumer demand drop off from the high levels reached during the fourth quarter. Since workers with less skill and experience tend to be laid off first and hired last, some of those laid off as the slack period begins do not get rehired or find other employment until they have been out of work 15 weeks or longer. Long-term unemployment therefore usually reaches a peak in April, even though the overall unemployment level has already started to drop between February and March. In recent years, the April level has been about 75 percent greater than in November, typically the low month for the year.

A somewhat less significant source of frictional unemployment comes from the high degree of mobility in the American work force. The high jobless rates for young people indicate that entry into the labor force usually entails an initial period of unemployment, with some requiring more than 3 months to find jobs. Such frictional unemploy-

Chart 1. Total and Long-Term Unemployed, Seasonally Adjusted, January 1948-April 1961



TABLE 3. LONG-TERM UNEMPLOYED, BY AGE AND SEX, FIRST QUARTER AVERAGES, 1957, 1960, 1961

Age and sex	As percent of total unemployed in each group			Percent distribution			As percent of civilian labor force in each group		
	1961	1960	1957	1961	1960	1957	1961	1960	1957
Both sexes.....	29.1	25.2	19.3	100.0	100.0	100.0	2.3	1.5	0.9
Male, 14 years and over.....	30.9	26.5	21.0	72.6	72.1	73.3	2.5	1.6	1.0
18 to 24 years.....	28.3	23.4	15.5	14.9	14.7	11.7	4.4	2.9	1.5
25 to 44 years.....	28.9	24.2	18.9	26.4	24.5	24.0	2.0	1.2	.7
45 years and over.....	35.9	31.0	27.5	27.2	27.7	32.9	2.4	1.6	1.1
Female, 14 years and over.....	25.1	22.2	15.5	27.4	27.9	26.7	1.9	1.3	.7
18 to 24 years.....	22.9	18.2	12.5	6.4	6.3	5.6	2.7	1.8	.9
25 to 44 years.....	25.5	20.9	16.7	11.2	10.1	11.5	1.9	1.1	.7
45 years and over.....	29.5	29.9	19.6	9.0	10.3	9.1	1.5	1.2	.7

NOTE: Because of rounding, sums of individual percentages may not add to 100.

ment tends to last longer when there is a general scarcity of job openings. Voluntary job changing may also result in extended unemployment for a few persons, some of whom can afford to be particularly selective about the type of job they will accept (e.g., professional and managerial workers). A study of work experience and job mobility for the year 1955 showed that about 20 percent of all workers who changed jobs voluntarily during the year and who had some unemployment were out of work 15 weeks or more.

Characteristics of the Long-Term Unemployed

The long-term unemployed include a relatively high proportion of persons with difficult employment problems—the older worker, nonwhites, the less skilled and less educated, and workers from declining occupations, industries, or areas. These workers are at a disadvantage in the competition for jobs regardless of the level of economic activity. Conversely, the short-term unemployed are more likely to be persons who have recently entered the labor market or workers who are in the course of changing jobs; although in recent years, those with no previous work experience—primarily young persons—have accounted for a disproportionate amount of the increase in long-term unemployment.

In 1960, 25 percent of the long-term unemployed were persons who had last worked in the expanding sectors of the economy—finance, trade, or services. Of course, some of these workers resided in areas where the entire economy was depressed and some may have shifted into these industries after losing jobs as miners, railroaders, textile mill operatives, etc. Altogether, 40 percent of the long-term un-

employed had last worked in manufacturing or in such related sectors as mining and transportation. Another 15 percent were from such highly seasonal industries as agriculture and construction.

Age and Sex. Women generally report shorter periods of jobseeking than do men in comparable age groups. In addition to their greater mobility into and out of the labor force, women are more likely than men to be employed as retail store clerks, office workers, or domestic service workers, where the rates of long-term unemployment are below average.

Adult men, particularly those aged 45 and over, tend to have relatively long periods of joblessness once they become unemployed. These older men are usually better protected from the loss of a job by seniority rights and their own work experience, but once unemployed, they experience more difficulty in finding new jobs. About one out of every three older workers was out of work 15 weeks or more in 1960 as compared with one of four among all the unemployed. Among these older workers who became unemployed, one in every five was jobless 6 months or more—twice as high as the proportion for all other workers. (See table 3.)

In both prosperity and recession, substantially larger proportions of young persons than adults in the labor force are looking for work, so that unemployment of both short and long duration affect a larger part of the young work force. However, in terms only of those who are unemployed, the proportion of young persons who remain unemployed for as long as 15 weeks is not as high as that for older workers. In high employment years, much unemployment among young persons is associated with

entry into the labor force and voluntary shifting between jobs—problems which can often be worked out before joblessness extends as long as 15 weeks.

One of the serious problems in a labor market surplus situation, such as that which characterized both 1960 and 1961, is that young people have increased difficulty finding jobs. Increases in long-term unemployment have occurred among all age-sex groups since 1957. However, a disproportionately large part of the increase has occurred among young men and women in the 18- to 24-year age bracket. In a generally surplus labor market, these young people with little experience have greater difficulty in being placed in new jobs, are more vulnerable to layoff, and take longer to find other jobs or to get rehired. In the 1960-61 downturn, men aged 25 to 44, many of whom work in the recession-hit durable goods industries, were relatively more affected by the increase in extended joblessness than were older men. However, older men continued to have the highest rates of long-term unemployment.

Marital Status. Within comparable age groups, married men usually experience shorter periods of joblessness than do other groups of unemployed men, probably partly because they must of necessity make a more intensive search for a job and often must accept one regardless of the level of wages or other conditions. (See table 4.) There is also some evidence that, age by age, married men tend to be employed in somewhat higher skill-level occupations, where long-term unemployment is less common. While married men accounted for half of the labor force in 1960, they represented only 37 percent of the long-term unemployed. However, from early 1960 to early 1961, this proportion had risen to 41 percent. Long periods without work are especially difficult for these workers as they usually have primary responsibility for support of their families. Many are helped through these periods by unemployment compensation and some by the employment of other family members (usually the wife). Recent studies have shown that in about two-fifths of all families where the head has been out of work 15 weeks or more, another family member was employed.³ In most cases, the earnings of these secondary workers are substantially below those of employed male family heads.

TABLE 4. LONG-TERM UNEMPLOYED, BY MARITAL STATUS AND AGE AND BY COLOR, FIRST QUARTER AVERAGES, 1960, 1961

Marital status, age, and color	As percent of total unemployed in each group		Percent distribution		As percent of civilian labor force in each group	
	1961	1960	1961	1960	1961	1960
MARITAL STATUS AND AGE						
Total.....	29.1	25.2	100.0	100.0	2.3	1.5
Male						
Married, spouse present:						
14 to 24 years.....	21.4	18.9	3.1	2.6	2.2	1.2
25 years and over.....	29.9	24.5	37.7	33.0	1.8	1.0
Single:						
14 to 24 years.....	30.0	24.9	15.5	16.4	5.3	3.8
25 years and over.....	38.9	37.4	9.0	11.9	4.5	3.9
Other.....	37.7	30.8	7.3	7.9	4.7	3.4
Female						
Married, spouse present:						
14 to 24 years.....	16.9	15.9	1.9	1.9	2.1	1.5
25 years and over.....	26.6	23.4	12.2	11.9	1.7	1.1
Single:						
14 to 24 years.....	23.1	18.5	4.7	5.0	2.4	1.8
25 years and over.....	(7)	(7)	2.1	2.2	1.4	.9
Other.....	25.6	24.0	6.6	6.9	2.1	1.5
COLOR						
Total.....	29.1	25.2	100.0	100.0	2.3	1.5
White.....	28.4	23.9	78.3	75.0	2.0	1.3
Nonwhite.....	32.1	30.2	21.8	25.0	4.5	3.5

¹ Includes married, spouse absent; widowed; and divorced.

² Percent not shown where base is less than 100,000.

NOTE: Because of rounding, sums of individual percentages may not add to 100.

Color. Nonwhite workers who become jobless have substantially higher rates of long-term unemployment than do unemployed white workers. About one-third of all unemployed nonwhite men and one-fourth of unemployed nonwhite women were out of work 15 weeks or more in 1960, compared with one-fourth and one-fifth of jobless white men and women workers, respectively. In the first quarter of 1961, nonwhites represented a little more than 20 percent of all workers jobless 15 weeks or more, but only 10 percent of the civilian labor force.

Nonwhite workers also account for a disproportionately high share of the total unemployed. Although this is partly attributable to the greater concentration of nonwhites in less skilled occupations, where unemployment is high, unemployment rates are higher for nonwhites occupation by occupation and industry by industry. The same appears to be true of the long-term unemployed. Data available on duration of unemploy-

³ See "Marital and Family Characteristics of Workers, March 1960," *Monthly Labor Review*, April 1961, pp. 355-364, reprinted as *Special Labor Force Report No. 15*.

ment by industry and color indicate that even within major industry groups, rates of long-term unemployment are significantly higher for non-white workers.

Industry. Long individual spells of unemployment are more prevalent than average in durable goods manufacturing—both in periods of high and low business activity—and in industries where employment has been showing a long-term downtrend, such as mining and railroading. For the past few years, long-term unemployment has been especially severe in the metal and metalworking sectors of hard goods manufacturing (mainly steel, autos, and machinery) and in the textiles sector of soft goods manufacturing. In a few other industries where overall unemployment is quite low, such as public administration, large proportions of the jobless are out of work 15 weeks or more. However, with the total level of unemployment in government so low, the long-term jobless apparently reflect unique individual employment problems rather than an industry-wide problem.

In another group of industries—construction and agriculture—a high proportion of the workers with any unemployment have several spells of joblessness during the year. On a monthly basis, long-term unemployment in this group represents less of the jobless total than in many other industries. However, when the total amount of unemployment experienced during a calendar year is cumulated, the extent of joblessness occurring among these workers is above the average for all workers (chart 2).

Half the farm wage workers who were unemployed sometime during 1959 were out of work 15 weeks or more, with one-fourth of them jobless for a total of 6 months or more. Forty percent of the unemployed construction workers were jobless 15 weeks or more, as against one-third for all wage and salary workers who experienced some unemployment. At least a third of the unemployed from agriculture or construction had three or more spells of unemployment during the year, whereas for all jobless wage and salary workers, only one-fifth experienced such recurrent unemployment. Private household (domestic service) workers, who typically have very little job security, also showed high rates of recurrent unemployment.

The 1960-61 business downturn brought substantial increases in long-term unemployment in most major industry groups. However, the recession especially affected workers in durable goods manufacturing, where the long-term unemployment rate rose from one-fourth to one-third from early 1960 to 1961. (See table 5.) Those with no previous work experience—many of them young persons—as well as workers from the service industries also accounted for a disproportionate share of the overall increase in long-term unemployment since 1957. The rise in the rate among workers in the service industries may reflect the fact that workers had taken and lost temporary jobs in these industries after having been laid off from manufacturing or other sectors.

The effects of structural change or a business downturn on long-term unemployment rates in a particular industry may in some cases be obscured

TABLE 5. LONG-TERM UNEMPLOYED, BY MAJOR INDUSTRY GROUP, FIRST QUARTER AVERAGES, 1957, 1960, 1961

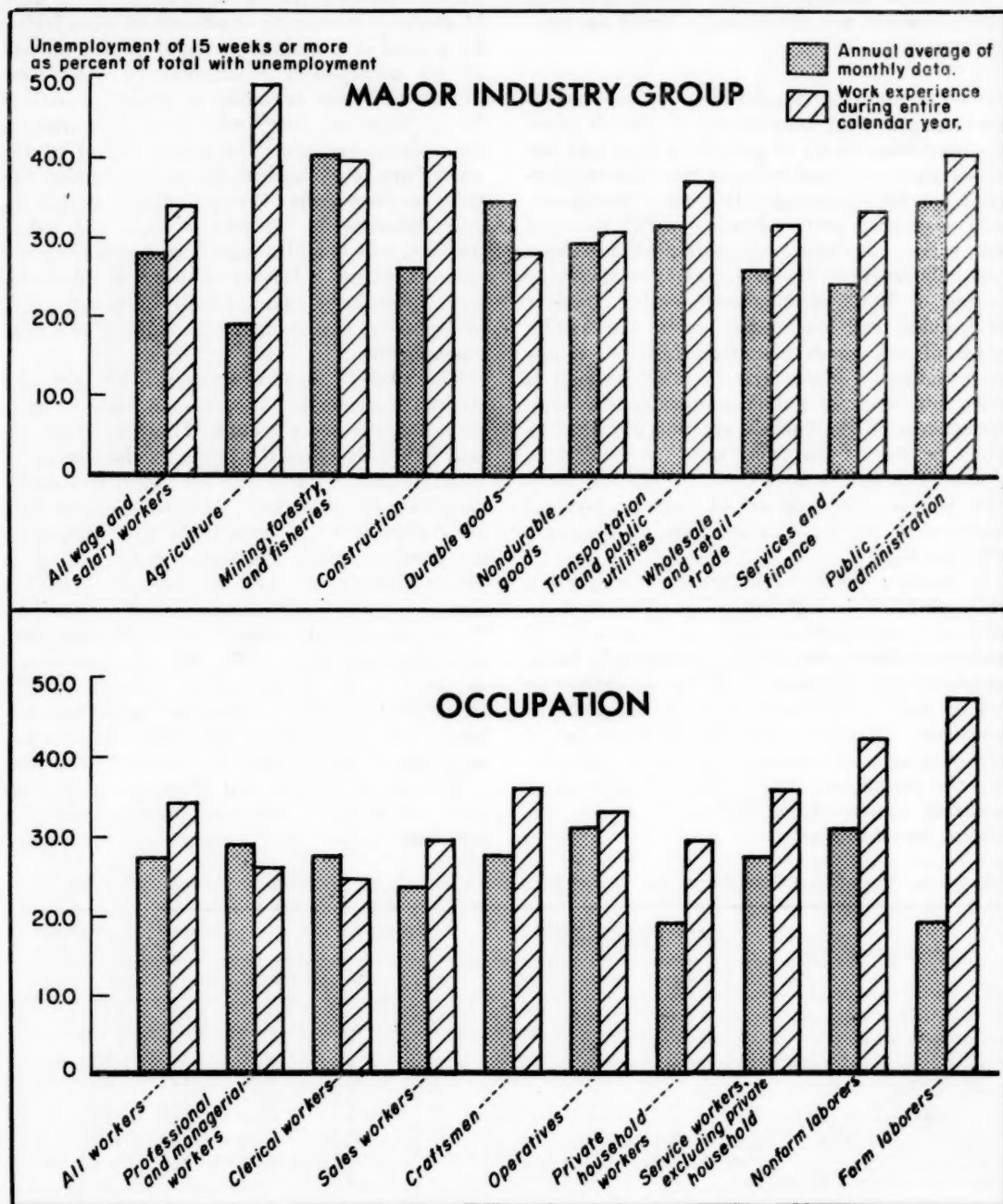
Major industry group	As percent of total unemployed in each group			Percent distribution			As percent of civilian labor force in each group		
	1961	1960	1957	1961	1960	1957	1961	1960	1957
Total ¹	29.1	25.2	19.3	100.0	100.0	100.0	2.3	1.5	0.9
Wage and salary workers:									
Agriculture.....	24.3	27.9	15.9	3.6	5.5	3.9	3.7	3.9	1.7
Forestry, fisheries, and mining.....	37.0	38.1	(²)	2.3	3.1	3.0	5.5	4.3	2.4
Construction.....	24.6	22.3	17.9	12.6	15.0	15.0	5.5	4.2	2.6
Manufacturing.....	32.1	26.3	22.7	33.6	28.0	32.7	3.0	1.6	1.1
Durable goods.....	34.1	27.5	23.1	22.6	15.2	17.7	3.7	1.5	1.0
Nondurable goods.....	28.5	25.1	22.4	11.0	12.8	15.0	2.5	1.7	1.2
Transportation and public utilities.....	33.2	30.3	19.0	6.0	6.5	5.2	2.1	1.4	.7
Wholesale and retail trade.....	24.3	23.7	15.2	13.1	15.0	14.8	1.9	1.5	.9
Services and finance.....	27.9	23.4	16.1	13.9	13.5	11.6	1.3	.9	.5
Public administration.....	36.8	23.7	(²)	2.4	2.2	2.7	1.1	.7	.5
Persons with no previous work experience..	35.2	29.6	22.3	9.5	8.8	7.4			

¹ Total includes the self-employed and unpaid family workers.

² Percent not shown where base is less than 100,000.

NOTE: Because of rounding, sums of individual percentages may not add to 100.

Chart 2. Long-Term Unemployment Rates, 1959



by job mobility, i.e., a few unemployed workers from one industry may subsequently find temporary jobs in other industries. Upon losing this latter job, they would be counted as unemployed from the industry of the temporary job. Comparison of data on industry of longest job held during the year with the monthly data lends moderate support to this hypothesis, since the average of the monthly data shows a slightly larger concentration of the unemployed in trade and services—industries where temporary work is often available—and a slightly smaller proportion in manufacturing (table 6).

Occupation. Unskilled and semiskilled workers are faced with long periods of unemployment to a much greater degree than those at higher skill levels (table 7). Nonfarm laborers typically have the most difficulty finding jobs once they are thrown out of work. Thirty percent of these workers looked for jobs at least 15 weeks in 1960, and 15 percent of them were out of work 6 months or longer. The problem is only slightly less severe for semiskilled operatives, most of whom last had jobs in the volatile manufacturing sector. Both

TABLE 6. TOTAL UNEMPLOYED, BY MAJOR INDUSTRY AND OCCUPATION GROUPS, 1959
[Percent distribution]

Major industry and occupation groups	Average of unemployed each month, classified by last job held ¹	Total unemployed sometime during the year, classified by longest job held ²
INDUSTRY		
Wage and salary workers in all industries.....	100.0	100.0
Agriculture.....	4.9	5.5
Forestry, fisheries, and mining.....	2.0	1.8
Construction.....	14.7	15.0
Manufacturing.....	32.4	35.5
Transportation and public utilities.....	5.8	6.8
Wholesale and retail trade.....	19.1	17.3
Services and finance.....	15.8	17.3
Public administration.....	2.2	1.8
OCCUPATION		
All occupations.....	100.0	100.0
Professional and managerial workers.....	6.3	5.5
Clerical and sales workers.....	15.5	14.7
Craftsmen, foremen, and kindred workers.....	14.1	17.1
Operatives and kindred workers.....	28.8	31.7
Private household workers.....	3.3	2.9
Service workers, except private household.....	11.9	9.5
Laborers, except farm and mine.....	15.7	13.1
Farmers and farm laborers.....	4.4	5.4

¹ Excludes those with no previous work experience.

² Excludes those who did not work during year, but looked for work.

NOTE: Because of rounding, sums of individual percentages may not add to 100.

TABLE 7. LONG-TERM UNEMPLOYED, BY MAJOR OCCUPATION GROUP, FIRST QUARTER AVERAGES, 1960, 1961

Major occupation group	As percent of total unemployed in each group		Percent distribution		As percent of civilian labor force in each group	
	1961	1960	1961	1960	1961	1960
Total ¹	29.1	25.2	100.0	100.0	2.3	1.5
White-collar workers.....	24.5	20.9	15.8	16.2	0.8	0.6
Professional and managerial workers.....	26.8	22.6	5.2	4.8	.5	.3
Clerical and kindred workers.....	25.9	20.1	7.8	7.7	1.2	.8
Sales workers.....	18.6	20.5	2.8	3.8	1.0	.9
Blue-collar workers.....	30.4	25.8	59.9	58.3	3.8	2.3
Craftsmen, foremen, and kindred workers.....	28.2	23.6	14.9	14.0	2.7	1.6
Operatives and kindred workers.....	30.2	26.9	29.6	28.3	3.7	2.2
Laborers, except farm and mine.....	33.4	26.0	15.4	15.9	6.7	4.2
Service workers.....	28.5	25.7	11.8	11.9	2.1	1.4
Farm laborers.....	22.1	27.2	2.9	4.5	2.2	2.6
Persons with no previous work experience.....	35.2	29.6	9.5	8.8	-----	-----

¹ Farmers and farm managers included in total.

NOTE: Because of rounding, sums of individual items may not add to 100.

of these groups also have relatively high overall rates of unemployment, so that the high proportions whose jobseeking extends as long as 15 weeks represent a large share of their number in the labor force.

Professional and managerial workers typically have very low unemployment rates. For the relatively small number of such workers who do become unemployed, however, jobseeking may extend for fairly long periods of time. Finding highly specialized jobs to replace the ones they lost (with comparable incomes and responsibilities) may take longer for these workers and may entail moving from one geographical area to another, further lengthening the period of unemployment. However, for these occupation groups as a whole, the incidence of long-term unemployment as a proportion of all such workers is very low and does not represent a serious economic problem.

As indicated by the industry data, recurrent spells of unemployment are concentrated among farm laborers and construction workers—craftsmen as well as the less skilled laborers—who tend to have many more spells of unemployment during the course of a year than do other workers. As a result, close to one-half of all farm laborers who were unemployed during 1959 had a total of 15 or more weeks of joblessness. The same was true for construction laborers. Even such highly skilled craftsmen as carpenters were affected by the

marked seasonal fluctuations and irregularity of employment in building activity. Forty percent of those who were unemployed at some time during 1959 experienced 15 or more weeks of joblessness altogether.

Education. Findings from special surveys on the educational attainment of workers show a greater tendency toward long-term joblessness among the less educated.⁴ Data for 1959 show that persons with less than a high school education represented three-fourths of those out of work 15 weeks or more, but only one-half of the civilian labor force. Young high school dropouts were especially concentrated in semiskilled operative and unskilled laborer jobs, where long-term unemployment is typically greatest.

Conclusion

Long-term unemployment reached a very high level in early 1961, mainly under the impetus of the economic downturn which had begun the previous May. Business cycles have accounted for the major variations in long-term unemployment throughout the postwar years. Since these changes tend to lag behind turning points in the cycle, reductions resulting from an economic improvement probably cannot be expected for several months after an upturn begins.

Seasonal influences alone could result in a fairly steady decline of as much as one-third in the level of long-term unemployment between April and November 1961, however, even if underlying business conditions remain unchanged.

Automation, other forms of technological innovation, and other structural changes have apparently resulted in some gradual uptrend in long-term unemployment.

Projected changes in the labor force indicate that most of its growth will come from young persons under 25, who typically have relatively high proportions of their number in the work force among the long-term jobless. Therefore, in contrast to the past 14 years when growing labor force participation of women added little to the number out of work 15 weeks or more, future labor force growth may be a source of some increase in extended unemployment.

The long-term unemployed present the most serious aspect of unemployment that would remain even after a general increase in demand had reduced total unemployment. Special measures to aid depressed areas are a primary point of attack on the remaining long-term unemployment. The long-term unemployed are, however, a heterogeneous group, whose problems would require many different solutions. Training or retraining might return some to jobs, but the inability of others to find employment may reflect discriminatory hiring practices that can be altered only by fundamental changes in attitudes and laws. For still others the difficulties are personal—ill health, lack of education, and similar conditions which cannot be solved by an employment program alone.

⁴ See "Educational Attainment of Workers, 1959," *Monthly Labor Review*, February 1960, pp. 113-122, reprinted as *Special Labor Force Report No. 1*.

Summaries of Studies and Reports

Special Bargaining Convention of the United Auto Workers

JOB SECURITY and the most practical means to achieve it pervaded the resolutions adopted at the special collective bargaining convention of the United Automobile Workers held in Detroit, April 27-29, on the 25th anniversary of the union. The bargaining program adopted had its genesis in the 1953 and 1955 constitutional conventions. On those occasions, with remarkable prescience, the union had stressed the special character of technological developments in the industry and their effect on job security and on bargaining objectives.¹

Of the 163 resolutions submitted by local unions to the resolutions committee prior to the special convention, the overwhelming majority concerned job security and related items. None asked for a general wage increase beyond the present wage formula (except for a few which asked for 40 hours' pay for 30 hours' work, primarily as an employment stimulant). No wage slogans were displayed among the many banners which surrounded the meeting hall (although the convention served notice that it would insist on the basic principles underlying the cost-of-living and annual-improvement-factor wage formula).

The resolutions reported appeared in two parts: 17 objectives requiring governmental action and 12 "problems" to be resolved through collective bargaining. The latter were accompanied by a promise to "listen with open minds if management . . . should argue that some of the problems . . . should properly be dealt with by Government," provided that management would "in good faith" join with the union subsequently in securing the necessary action. Since the mode of achievement was thus left open in some instances, a degree of overlapping between the two groups of resolutions resulted.

Severe and prolonged unemployment in the industry provided the backdrop for the convention,

and there was little opposition to the administration program. A campaign among some delegations for a program limited to a 30-hour week with no reduction in pay, plus early retirement provisions (known as the 30-40-60 plan), did not develop widespread support among the 2,178 regular and 315 special delegates in attendance.

Legislative Objectives

The main components of the legislative program, integrated to meet "the present unemployment crisis" and "to create 80,000 new jobs every week over the next 10 years," and the "consistent achievement" of a rate of economic growth of "not less than 5 percent" a year can be summarized as follows:²

1. Creation of a National Planning Agency—central to the legislative plans—which would determine social and economic needs and establish priorities with respect to the marshalling of resources to meet these needs.³ On the basis of studies, the Agency would recommend legislation and Presidential action. It would also serve as a national clearing house "for information on technological change." Another function would be to obtain information from employers on the probable social and economic effects of technological innovations "so that those responsible for Government policy can determine whether consumers and employees are sharing fairly in cost savings."

2. Amendment of the Fair Labor Standards Act to allow for automatic adjustments (with some exceptions) of the standard workweek, based upon the rate of unemployment (the union suggests 2 to 2½ percent of the labor force as consistent with a 40-hour week). Pay would be maintained at the 40-hour level. Overtime rates would apply for hours worked over the reduced level so long as the reduction remained in force. A special national fund, financed through an employer payroll tax, would reimburse employers for maintaining standard pay during

¹ See, for example, *Proceedings, Fifteenth Constitutional Convention*, pp. 365-69, and Walter P. Reuther, *Report Submitted to the Fifteenth Constitutional Convention*, pp. 101-106, both at Cleveland, 1955. For a summary of the proceedings of that convention, see "The 15th Convention of the CIO's Auto Workers," *Monthly Labor Review*, May 1955, pp. 528-532.

² UAW President Walter P. Reuther termed it "the most comprehensive, the boldest [program], with more new concepts than the labor movement has ever adopted."

³ The union did not indicate the relationship of this proposed agency to the Council of Economic Advisers and certain other Government departments whose responsibilities would overlap those of the NPA.

reduced hours. (It is estimated by the union that the tax would be less than 1 percent, assuming some offset because of smaller unemployment insurance contributions.)

3. Establishment of a second national fund (out of general revenues), to help workers displaced from jobs in marginal establishments, by financing of moving, retraining, and other costs for those "willing and able to find jobs elsewhere."

4. Federal reinsurance (for "a small premium paid by the pension funds") of private pension funds to protect "in full the pension rights of workers already retired and those close to retirement age."

5. Recognition by the Government "that protection of workers against the financial losses of job displacement when a [defense] contract ends or is canceled is a legitimate cost of a defense production program." The proposed National Planning Agency would be responsible for anticipating and preparing for shifts in defense requirements. Government research grants and loans to contractors would be available to help changeover to nondefense production.

6. Adoption of laws (similar to those in Great Britain)⁴ to control plant location and encourage new employment opportunities in chronically depressed areas.

7. Protection for American workers (but not through "raising tariffs and imposing quotas") from unfair foreign competition based on "widely disparate wage rates in the face of common technology." The union wants a foreign competitor in the American market to "meet the economic and social standards" of the Federal Fair Labor Standards Act—an achievement to be realized "over a reasonable period of time."

8. Organization of a three-phase educational program to reduce school dropouts, train unemployed youth, and provide training opportunities for adults "in accordance with the forecasts of needed skills . . . made by the . . . National Planning Agency." The antidropout program would operate through a locally administered Federal Youth Opportunities Agency to provide counseling services and, in some cases, a stipend for a combined job-and-school training.

9. Extension of the principle of the President's Advisory Committee on Labor-Management Policy to individual industries. Such groups would supply the National Planning Agency with industry information and recommendations and would receive for "discussion . . . proposed recommendations of the Agency."

Other resolutions in the legislative category provided for early retirement for displaced older workers, Federal standards for unemployment insurance, a revolving fund to underwrite certain debts of unemployed workers, standby tax reduction legislation, protection of consumers from administered price abuses, modernization of house-building technology, and an omnibus conservation and natural resources program.

⁴ For a summary of the British program, see "Experience With Development Areas in Great Britain," *Monthly Labor Review*, May 1957, pp. 557-564.

Collective Bargaining Program

In the union's phrases, its objective is to determine what can be done "through collective bargaining and Government action to bring order and equity out of this chaotic process of technological change" The bargaining goals are:

1. The basic proposal of the union is that management, which "employs a great deal of human ingenuity to achieve the maximum in technological progress . . . [direct] some of that ingenuity . . . to the problem of providing more jobs." In pursuance of this aim, the union professes flexibility as to method employed. It offers a series of alternatives and asks for an indication of a preference. It suggests first a negotiated shorter work-week operating similarly to the legislative reduction in hours outlined earlier. Additionally it asks, in tandem or broadside, longer vacations, sabbatical leaves, more paid holidays, earlier retirement, and control of overtime during periods of unemployment. Management is invited to suggest "additional approaches."

2. More publicized than any convention objective was the salaries for production workers proposal. The resolution in support argued that a production worker's wage income "bears no relationship to the demands that life and creditors make upon him." It asked for immediate change to salary status of those job classes where the transition would be relatively easy. A joint committee was advocated to fully implement the transition to "salaries for all" following acceptance of that principle in negotiation. Meanwhile, it suggested some hard bargaining to improve the existing supplementary unemployment benefit plans. "We propose that a SUB benefit be paid for every hour by which the amount of work or pay available to the worker falls short of a full week, the amount of benefit for each hour to be in the same proportion to a weekly benefit as an hour's pay is to a full week's pay." This added SUB would prevent the possibility that a worker on short time could receive less take-home income than if he had been laid off for a full week. Additional improvement of SUB administration and easing of eligibility requirements were also asked, especially elimination of the need for personal weekly appearances at the employer's offices.

3. Pointing to European experience and to the 1936 Washington Agreement affecting railway employees whose jobs had been moved or eliminated through mergers, the union listed a number of steps to assist the displaced worker who "has no job to go back to and, in too many cases, no job to go on to." Among the aids proposed are preferential hiring of displaced supplier-firm workers when major concerns absorb work previously performed by the suppliers; plant location shifts to be "a matter of discussion and decision under the contract"; creation of an automation fund by the employer to provide means for moving displaced workers' families and for retraining; and preferential hiring rights on a companywide basis.

4. The resolution on production standards, written with unusual detail, reaffirmed the union's "traditional

policy . . . of insisting upon contract provisions which reserve the right to strike in disputes over production standards and piece rates," and it reminded the members of the union's steadfast opposition to piece work and incentive plans. A listing of 14 troublesome production situations revealed by a special International Executive Board study was contained in the resolution.

5. Subcontracting of maintenance and other types of work to firms dealing with other unions or no unions has long been a thorny issue with the UAW and is the heart of its jurisdictional dispute with the building trades. The union charges that some subcontracting removes "work . . . traditionally . . . done by our members. . . ." Such jobs are most frequently lost because of unfair competition based on payment of substandard wages and fringe benefits." Mr. Reuther charged that "some of the building trades unions are involved in this effort . . ." By resolution, the union will seek contractual protection against this practice.⁵

6. Four main objectives are to be sought in the pension field: survivors' benefits, stronger protection of pension rights upon plant closings, elimination of arbitrary age restrictions, and investment of a portion of reserves in projects which can benefit members.

7. Strong criticism of the medical profession underlay the resolution on health care, with a charge that the desires of both labor and management to provide certain services are thwarted. Rising costs, the union contends, make it necessary for the industry to pay "the full [insurance] cost of health care programs for workers and their families."

8. On the present wage formula, the resolution stated that "the UAW serves notice now that it will permit no tampering with the basic principles underlying the cost-of-living and annual-improvement-factor wage formula which is firmly established in the structure of labor-management relations in the industries in which the UAW is the recognized collective bargaining agent." The convention then specifically charged the administration of the union with fixing a maximum contract duration of 2 years if the contracts involved include the wage formula and of 1 year if they do not.

9. A pledge was reiterated to seek a model antidiscrimination clause in all contracts in respect to race, religion, age, and sex.

The Union's Approach to Bargaining

Bargaining in 1961, as Mr. Reuther put it to the convention, will be essayed "at a period of economic adversity." Consequently, "flexibility" became almost a theme word of the bargaining approach.

"Therefore, we believe we ought to say to management, 'We are determined and our demand number one is to get the unemployed back to work. Now, here are the ways we think it can be done. We will explore all of these with you and if you have thought of some we haven't thought

about, put them on the bargaining table. We are flexible on how we are going to do it. But we are not flexible in our determination'"

"The union", he said, "is not looking for an opportunity to create strife and discord . . . because we know we need maximum national unity."

* * *

"We have . . . an approach that . . . is not [just] a clever gimmick but [places] your union in the strongest possible position"

He argued that "this approach . . . will have maximum tactical flexibility" and place emphasis on "the problem and does not emphasize the pennies. . . . and if we talk about the problems and leave ourselves flexible . . . we will be in the strongest position to achieve maximum results"

Vice President Leonard Woodcock elaborated:

"Now if we were to come out of this convention with a simple listing of mechanical demands, then the . . . giant corporations . . . would have their pencil boys . . . figure it up . . . and then start beating us on the head with the fact that we are after over \$3 an hour. Then they trot out the propaganda about foreign imports . . . and they steal our own membership away from us, because they would exploit the fear and the worry of the future that is in their minds."

Special concern for the plight of the small plant in the milieu of pattern bargaining was another unusual aspect of the union's bargaining approach—a concern which revealed itself repeatedly in speeches and resolutions.

Despite the generally low-key and soft-sell approach to bargaining, the union appeared to have lost none of its militancy. For example, President Reuther made preservation of the wage-formula principle basic to peaceful labor relations. Mr. Woodcock asserted that the union was not proposing "a runaway program."

In two resolutions, the UAW risked intensifying its jurisdictional disputes with the building trades. It called for abandonment of "handicraft" techniques in home construction and challenged the building trades subcontracting position.

No outside speakers addressed the convention proper, but an anniversary banquet audience of 5,700 heard addresses by Secretary of Labor Arthur J. Goldberg, Senator Paul Douglas, and Rev. Martin Luther King.

—L.R.K.

⁵ See article, pp. 579-586 for an analysis of subcontracting clauses.

A Review of Work Stoppages During 1960

STRIKE ACTIVITY in 1960, as measured by number of stoppages and workers involved, declined to the lowest annual level since 1942.¹ The total number of stoppages (3,333) were within 10 percent of the levels registered in several postwar years, but the number of workers involved (1,320,000) was substantially lower than in any of these years except 1954 and 1957. (See chart and table 1.) Total man-days of idleness, at 19.1 million, dropped sharply from the high 1959 level to the second lowest figure recorded in a postwar year (16.5 million in 1957). The idleness total for the year accounted for 0.17 percent of the estimated working time of all employees in nonagricultural establishments, excluding government.

Size and Duration of Stoppages

Seven percent of the stoppages beginning in 1960, or 222, involved 1,000 or more workers each (table 2). This compares with 245 large stoppages in 1959 and 332 in 1958 and marks the lowest postwar level for strikes of this size. Such stoppages accounted for almost 70 percent of all workers involved and total man-days of idleness in 1960. As in previous years, strikes involving 6 but fewer than 20 workers accounted for a fifth of the stoppages but far less than 1 percent of total workers involved and man-days of idleness.

Seventeen stoppages beginning in 1960 involved 10,000 or more workers, compared with 20 in 1959 and 21 in 1958.² The largest stoppages were those involving the Pennsylvania Railroad (72,000 workers), the General Electric Co. (63,000 workers), and the United Aircraft Corp. (32,000 workers). Of the remaining 14 major stoppages, all but 3 involved from 10,000 to 17,000 workers. These 17 major strikes accounted for 29 percent of the total number of workers involved and 37 percent of the idleness in 1960.

Although the average duration of stoppages ending in the year declined from 24.6 calendar days in 1959 to 23.4 calendar days in 1960, the 1960 level remained³ high by postwar standards. Over a fifth of the stoppages, or 725, lasted for a month or more, and 201 of these remained in effect for 3 months or longer (table 3). This

latter group accounted for more than half of total strike idleness during the year but only about a tenth of the workers. In both 1959 and 1960, the number of stoppages lasting for at least 3 months was higher than in any year since 1947. On the other hand, more than two-fifths of the stoppages lasted less than 1 week; such stoppages involved three-eighths of the workers, a significant increase from the previous year, but only 5 percent of total idleness. Included in this category were five major strikes. Of the remaining 12 major stoppages, the 4 longest were: Bethlehem Steel shipyards (153 days), construction workers in Kansas City (109 days), United Aircraft Corp. (90 days), and construction projects in New York City (68 days).

A higher proportion of the stoppages in manufacturing, in contrast with nonmanufacturing establishments, lasted for a month or longer (28 and 17 percent, respectively). Of the 19 industry groups in which 50 or more strikes occurred in 1960, about a third of the stoppages in the following industries lasted for a month or more: primary metals; electrical machinery, equipment, and supplies; and machinery, except electrical.

Major Issues

Disagreement over economic matters—wages, hours, and supplementary benefits—was the primary issue in less than half the strikes in 1960 (table 4), including eight major stoppages. Strikes over such issues accounted for more than two-fifths of the workers involved and for more than half of the total idleness.

Union organization issues in combination with economic issues accounted for 299 stoppages; the 199,000 workers involved represented the largest total in this category since 1952, and the 4,150,000

¹ These data include all work stoppages known to the Bureau of Labor Statistics and its various cooperating agencies and involving six or more workers and lasting a full day or shift or longer. Figures on workers involved and man-days idle include all workers made idle for as long as one shift in establishments directly involved in a stoppage; they do not measure the indirect or secondary effects on other establishments or industries whose employees are made idle as a result of material or service shortages.

A forthcoming bulletin will provide additional data and analysis on stoppages during 1960. For data on 1959 stoppages, see "A Review of Work Stoppages During 1959," *Monthly Labor Review*, June 1960, pp. 610-614, and *Analysis of Work Stoppages, 1959* (BLS Bull. 1278, 1960).

The terms "work stoppage" and "strike" are used interchangeably in this article, and both are defined to include lockouts.

² For an analysis of major stoppages for the period, 1947-59, see "The Dimensions of Major Work Stoppages," *Monthly Labor Review*, April 1961, pp. 335-343.

TABLE 1. WORK STOPPAGES IN THE UNITED STATES, 1945-60¹

Year	Stoppages		Workers Involved ²		Man-days idle during year		
	Number	Average duration (calendar days) ³	Number (thousands)	Percent of total employed	Number (thousands)	Percent of estimated total working time	Per worker involved
1945.....	4,750	9.9	3,470	12.2	38,000	0.47	11.0
1946.....	4,985	24.2	4,600	14.5	116,000	1.43	25.2
1947.....	3,693	25.6	2,170	6.5	34,600	.41	15.9
1948.....	3,419	21.8	1,960	5.5	34,100	.37	17.4
1949.....	3,606	22.5	3,030	9.0	50,500	.59	16.7
1950.....	4,843	19.2	2,410	6.9	38,800	.44	16.1
1951.....	4,737	17.4	2,220	5.5	22,900	.23	10.3
1952.....	5,117	19.6	3,540	8.8	59,100	.57	16.7
1953.....	5,091	20.3	2,400	5.6	28,300	.26	11.8
1954.....	3,468	22.5	1,530	3.7	22,600	.21	14.7
1955.....	4,320	18.5	2,650	6.2	28,200	.26	10.7
1956.....	3,825	18.9	1,900	4.3	33,100	.29	17.4
1957.....	3,673	19.2	1,390	3.1	16,500	.14	11.4
1958.....	3,694	19.7	2,060	4.8	23,900	.22	11.6
1959.....	3,708	24.6	1,880	4.3	60,000	.61	36.7
1960.....	3,333	23.4	1,320	3.0	19,100	.17	14.5

¹ The number of stoppages and workers relate to stoppages beginning in the year; average duration, to those ending in the year. Man-days of idleness include all stoppages in effect.

Available information for earlier periods appears in *Handbook of Labor Statistics* (BLS Bull. 1016), table E-2. For a discussion of the procedures involved in the collection and compilation of work stoppage statistics, see *Techniques of Preparing Major BLS Statistical Series* (BLS Bull. 1168), ch. 12.

² Figures are simple averages; each stoppage is given equal weight regardless of size.

³ In these tables, workers are counted more than once if they were involved in more than 1 stoppage during the year.

man-days of idleness that resulted from these strikes, the largest since 1956. Union recognition and related organizational matters were major issues in another 239 stoppages, a decline from 1959.

The number of stoppages resulting from working conditions and related issues (800) was not high by postwar standards, but these strikes involved more than one-third of the workers and nearly one-fifth of the total idleness during 1960, proportionately more than any other year since 1951. Three major stoppages, including the

TABLE 2. WORK STOPPAGES BY SIZE OF STOPPAGE, 1960

Size of stoppage (number of workers involved)	Stoppages beginning in year		Workers Involved		Man-days idle during year (all stoppages)	
	Number	Percent	Number	Percent	Number	Percent
All sizes.....	3,333	100.0	1,320,000	100.0	19,100,000	100.0
6 and under 20.....	633	19.6	7,570	0.6	142,000	0.7
20 and under 100.....	1,272	38.2	61,500	4.7	1,000,000	5.2
100 and under 250.....	636	19.1	99,100	7.5	1,420,000	7.4
250 and under 500.....	350	10.5	120,000	9.1	1,480,000	7.7
500 and under 1,000.....	200	6.0	132,000	10.1	1,810,000	9.5
1,000 and under 5,000.....	185	5.6	380,000	28.9	4,800,000	25.1
5,000 and under 10,000.....	20	.6	132,000	10.0	1,320,000	6.9
10,000 and over.....	17	.5	384,000	29.2	7,140,000	37.4

NOTE: Because of rounding, sums of individual items may not equal totals.

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Pennsylvania Railroad strike, were caused by disputes over working conditions.

Stoppages resulting from interunion or intra-union disagreements declined to 310 from the 1959 level of 350. The number of workers involved represented a slight decrease from 1959, while the man-days of idleness reflected a decline of approximately one-third from the previous year's figure. The figures for both of the last two measures were the lowest recorded in this category for any postwar year.

Although only slightly more than one-quarter (421) of the strikes over economic issues lasted for more than 30 days, they accounted for almost a third of the workers involved over these issues. Almost three-fifths of the total number of stoppages extending for 30 days or more resulted from disagreement on economic issues. More than two-fifths (120) of the strikes over union organization and economic issues and a fourth of the disputes over union organization alone lasted for a

TABLE 3. DURATION OF WORK STOPPAGES ENDING IN 1960¹

Duration (calendar days)	Stoppages		Workers Involved		Man-days idle	
	Number	Percent	Number	Percent	Number	Percent
All periods.....	3,342	100.0	1,370,000	100.0	23,200,000	100.0
1 day.....	410	12.3	123,000	9.0	123,000	0.5
2 and less than 4 days.....	515	15.4	200,000	14.7	452,000	1.9
4 and less than 7 days.....	468	14.0	191,000	14.0	592,000	2.6
7 and less than 15 days.....	711	21.3	325,000	23.8	2,110,000	9.1
15 and less than 30 days.....	513	15.4	211,000	15.5	2,700,000	11.6
30 and less than 60 days.....	395	11.8	125,000	9.2	3,070,000	13.2
60 and less than 90 days.....	129	3.9	43,200	3.2	1,930,000	8.3
90 days and over.....	201	6.0	146,000	10.7	12,200,000	52.7

¹ The totals in this table differ from those in the preceding tables because these relate to stoppages ending during the year, including any idleness in these strikes in 1959.

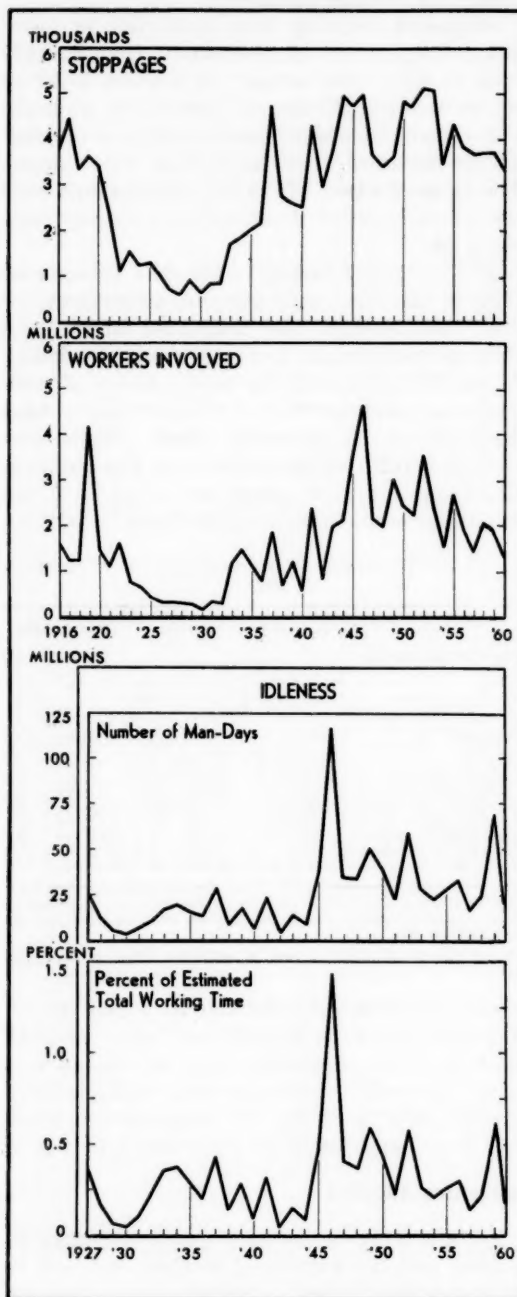
NOTE: Because of rounding, sums of individual items may not equal totals.

month or more. Approximately 1 out of 10 stoppages over other working conditions lasted 30 days or more. Generally, both interunion and intraunion conflicts were also terminated relatively quickly; only 17 of the 310 stoppages concerned with these issues lasted for more than 1 month.

Industries Affected

For the 11th consecutive year, man-days of idleness and the number of workers involved in stoppages were higher for manufacturing than for nonmanufacturing industries (table 5). The number of stoppages in manufacturing was at the

Trends in Work Stoppages



alltime low for the postwar years, and for the fourth time during this period there were fewer stoppages in manufacturing than in nonmanufacturing industries. In manufacturing, the number of workers involved in strikes declined 45 percent, and man-days of idleness 80 percent, from the 1959 totals—which included the nationwide steel strike. In nonmanufacturing, the number of strikes was greater than in any of the previous 3 years, and the number of workers involved increased for the second consecutive year; but man-days of idleness dropped sharply from the 1958 and 1959 totals.

Strikes in the transportation equipment industry, accounting for almost a third of the total idleness for manufacturing, involved 2½ times the number of workers and man-days of idleness recorded for the industry in 1959. This increase was attributable to three major stoppages in aircraft manufacturing and the prolonged strike at Bethlehem Steel shipyards. Although overshadowed by the record steel strike of 1959, stoppages in the primary metals group (where workers were directly involved in three major disputes) accounted for a substantial volume of strike idleness. Two major stoppages in large electrical machinery and equipment companies raised the idleness figure for this industry to its highest level since 1956, while the number of workers involved was double the 1959 figure. By all measures, strike activity in the machinery (except electrical) industry was low by postwar standards. Of the remaining 17 manufacturing industries, 13 experienced a decline from the previous year in workers involved and 14 in man-days of idleness; in many instances, the declines were substantial. Among such industries were fabricated metal products; lumber and wood products; stone, clay, and glass products; textiles; food; paper; printing; and rubber.

In nonmanufacturing industries, increases in all strike measurements took place in four industries. Strikes in agriculture raised man-days of idleness to the highest level since 1951 and at the same time established a record number of stoppages. Stoppages in the construction industry were only slightly more numerous than in 1959, whereas mining reverted to its low 1957–58 levels. The number of stoppages and workers involved in transportation, communication, and

public utilities were substantially higher than for any year since 1955—due in part to four major stoppages—although idleness was still considerably lower than in the past 3 years. For the third successive year, a slight increase in all measures of strike activity in government was recorded. The number of work stoppages (138) in the service group showed a modest increase over 1959 figures,

TABLE 4. MAJOR ISSUES INVOLVED IN WORK STOPPAGES, 1960

Major issues	Stoppages beginning in year				Man-days idle during year (all stoppages)	
	Number	Percent	Workers involved		Number	Percent
			Number	Percent		
All issues.....	3,333	100.0	1,320,000	100.0	19,100,000	100.0
Wages, hours, and supplementary benefits.....	1,592	47.8	568,000	43.1	10,500,000	55.2
Wage increase.....	1,059	31.8	341,000	25.9	7,510,000	39.3
Wage decrease.....	12	.4	1,410	.1	26,400	.1
Wage increase, hour decrease.....	26	.8	12,700	1.0	157,000	1.0
Wage decrease, hour increase.....	2	.1	100	(1)	1,250	(1)
Wage increase, pension, and/or social insurance benefits.....	195	5.9	119,000	9.0	1,800,000	9.4
Pension and/or social insurance benefits.....	33	1.0	8,600	.7	101,000	.5
Other ²	265	8.0	84,700	6.4	911,000	4.8
Union organization, wages, hours, and supplementary benefits.....	299	9.0	199,000	15.1	4,150,000	21.7
Recognition, wages, and/or hours.....	188	5.6	17,200	1.3	280,000	1.5
Strengthening bargaining position, wages, and/or hours.....	3	.1	230	(1)	5,440	(1)
Union security, wages and/or hours.....	106	3.2	181,000	13.8	3,890,000	20.2
Discrimination, wages, and/or hours.....	1	(1)	250	(1)	7,000	(1)
Other.....	1	(1)	10	(1)	540	(1)
Union organization.....	239	7.2	46,600	3.5	733,000	3.8
Recognition.....	150	4.5	29,700	2.3	175,000	.9
Strengthening bargaining position.....	14	.4	4,830	.4	275,000	1.4
Union security.....	61	1.8	10,900	.8	268,000	1.4
Discrimination.....	3	.1	450	(1)	660	(1)
Other.....	11	.3	1,020	.1	15,100	.1
Other working conditions.....	800	24.0	463,000	35.2	3,460,000	18.1
Job security.....	361	10.8	202,000	15.3	1,930,000	10.1
Shop conditions and policies.....	380	11.4	213,000	16.1	1,110,000	5.8
Workload.....	48	1.4	45,200	3.4	375,000	2.0
Other.....	11	.3	3,750	.3	48,400	.3
Interunion or intraunion matters.....	310	9.3	31,100	2.4	140,000	.7
Sympathy.....	34	1.0	5,820	.4	15,800	.1
Union rivalry ³	21	.6	1,400	.1	12,400	.1
Jurisdiction ⁴	253	7.6	23,900	1.8	112,000	.6
Union administration ⁵	2	.1	50	(1)	110	(1)
Not reported.....	93	2.8	9,450	.7	77,200	.4

¹ Less than 0.05 percent.

² Includes issues such as retroactivity, holidays, vacations, job classification, piece rates, incentive standards, or other related matters unaccompanied by proposals to effect general changes in wage rates. Slightly more than a third of the stoppages in this group occurred over piece rates or incentive standards.

³ Includes disputes between unions of different affiliation, such as those between unions affiliated with the AFL-CIO and nonaffiliates.

⁴ Includes disputes between unions of the same affiliation.

⁵ Includes disputes within a union over the administration of union affairs or regulations.

NOTE: Because of rounding, sums of individual items may not equal totals.

TABLE 5. WORK STOPPAGES BY INDUSTRY GROUP, 1960

Industry group	Stoppages beginning in year		Man-days idle during year (all stoppages)	
	Number	Workers involved	Number	Percent of estimated total working time
All industries ¹	3,333	1,320,000	19,100,000	0.17
Manufacturing ¹	1,598	707,000	11,200,000	0.27
Primary metal industries.....	158	94,300	1,880,000	0.02
Fabricated metal products, except ordnance, machinery, and transportation equipment.....	195	44,200	579,000	.21
Ordnance and accessories.....	3	9,540	136,000	.06
Electrical machinery, equipment, and supplies.....	102	96,600	1,260,000	.38
Machinery, except electrical.....	144	68,500	1,240,000	.30
Transportation equipment.....	122	189,000	3,550,000	.85
Lumber and wood products, except furniture.....	39	4,970	103,000	.06
Furniture and fixtures.....	81	13,400	183,000	.18
Stone, clay, and glass products.....	98	18,200	228,000	.16
Textile mill products.....	30	4,770	34,000	.01
Apparel and other finished products made from fabrics and similar materials.....	87	12,100	134,000	.04
Leather and leather products.....	32	5,730	64,100	.07
Food and kindred products.....	184	65,700	651,000	.17
Tobacco manufactures.....	2	2,150	11,300	.05
Paper and allied products.....	52	8,900	136,000	.09
Printing, publishing, and allied industries.....	38	4,920	186,000	.08
Chemicals and allied products.....	91	21,600	314,000	.14
Petroleum refining and related industries.....	12	2,360	79,800	.14
Rubber and miscellaneous plastics products.....	53	29,600	261,000	.40
Professional, scientific, and controlling instruments; photographic and optical goods; watches and clocks.....	29	6,370	94,800	.11
Miscellaneous manufacturing industries.....	54	4,650	74,400	.06
Nonmanufacturing ¹	1,740	610,000	7,900,000	3.11
Agriculture, forestry, and fisheries.....	81	7,600	160,000	(1)
Mining.....	154	48,500	700,000	0.41
Contract construction.....	773	269,000	4,470,000	.63
Wholesale and retail trade.....	290	32,600	451,000	.02
Finance, insurance, and real estate.....	6	6,030	7,100	(1)
Transportation, communication, electric, gas, and sanitary services.....	265	200,000	1,750,000	.18
Services.....	138	17,600	304,000	(1)
Government.....	36	28,600	58,400	(1)

¹ Stoppages extending into 2 or more industry groups have been counted in each industry group affected; workers involved and man-days idle were allocated to the respective groups.

² Excludes government.

³ Not available.

NOTE: Because of rounding, sums of individual items may not equal totals.

while the number of workers (17,600) and man-days of idleness (304,000) reached the highest level since 1955.

Idleness by State

In four States—New York, Pennsylvania, California, and Ohio—more than 100,000 workers were involved in strikes (table 6). Man-days of idleness resulting from stoppages exceeded 2

TABLE 6. WORK STOPPAGES BY STATE, 1960

State	Stoppages begin- ning in year		Man-days idle during year (all stoppages)		State	Stoppages begin- ning in year		Man-days idle during year (all stoppages)	
	Num- ber	Workers involved	Number	Percent of estimated total work- ing time		Num- ber	Workers involved	Number	Percent of estimated total work- ing time
United States ¹	3,333	1,320,000	19,100,000	0.17	Missouri.....	74	62,200	1,220,000	0.41
Alabama.....	60	24,600	477,000	0.31	Montana.....	15	1,410	174,000	.53
Alaska.....	19	760	6,910	.08	Nebraska.....	39	3,040	56,700	.07
Arizona.....	13	2,870	135,000	.20	Nevada.....	6	1,980	21,700	.10
Arkansas.....	20	2,840	24,100	.03	New Hampshire.....	6	500	4,130	.01
California.....	292	104,000	855,000	.08	New Jersey.....	205	67,900	765,000	.17
Colorado.....	38	10,500	155,000	.15	New Mexico.....	17	2,390	48,200	.11
Connecticut.....	53	43,300	1,110,000	.53	New York.....	427	191,000	2,720,000	.20
Delaware.....	22	9,130	56,500	.16	North Carolina.....	12	1,890	9,840	(²)
District of Columbia.....	12	3,810	27,200	.04	North Dakota.....	3	870	4,540	(²)
Florida.....	98	25,600	311,000	.11	Ohio.....	303	101,000	931,000	.13
Georgia.....	28	8,100	106,000	.05	Oklahoma.....	28	8,000	48,800	.04
Hawaii.....	32	4,540	15,900	(²)	Oregon.....	19	3,140	112,000	.11
Idaho.....	20	3,670	389,000	1.25	Pennsylvania.....	398	180,000	2,040,000	.25
Illinois.....	197	62,600	753,000	.10	Rhode Island.....	18	3,100	36,400	.06
Indiana.....	123	60,200	687,000	.22	South Carolina.....	9	2,530	9,660	.01
Iowa.....	41	15,300	224,000	.16	South Dakota.....	8	1,420	5,790	.02
Kansas.....	25	8,060	439,000	.39	Tennessee.....	79	21,900	273,000	.14
Kentucky.....	54	15,400	184,000	.13	Texas.....	71	24,700	339,000	.06
Louisiana.....	37	6,040	115,000	.07	Utah.....	17	3,050	121,000	.24
Maine.....	11	850	19,500	.03	Vermont.....	7	1,120	16,900	.07
Maryland.....	39	18,600	479,000	.25	Virginia.....	31	9,410	121,000	.06
Massachusetts.....	120	48,500	1,090,000	.40	Washington.....	46	6,290	163,000	.10
Michigan.....	145	65,800	722,000	.14	West Virginia.....	82	15,200	104,000	.10
Minnesota.....	37	29,400	347,000	.17	Wisconsin.....	63	19,200	382,000	.15
Mississippi.....	18	2,310	18,700	.02	Wyoming.....	20	8,720	80,200	.26

¹ Stoppages extending across State lines have been counted in each State affected; workers involved and man-days idle were allocated among the States.

² Not available.

³ Less than 0.005 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

million in New York and Pennsylvania and ranged from 1 to 2 million in Massachusetts, Missouri, and Connecticut.

Thirty States were affected by the 17 major stoppages of the year. The General Electric Co. strike involved workers in 25 States, the Pennsylvania Railroad strike spread into 14 States, and seven other major stoppages crossed State lines. Six major stoppages affected New York and accounted for 50 percent of that State's strike idleness; among them were the strikes at the General Electric Co. plants and the Bethlehem Steel Co. shipyards. These two stoppages, which were responsible for more than three-fourths of the idleness in Massachusetts, contributed toward the highest level of strike idleness in that State since 1946. Missouri had more workers involved in strikes than in any year since 1955 and the highest number of man-days idle since 1954, when the figure equaled that of 1960. Ohio, on the other hand, had fewer workers involved and man-days of idleness than in any postwar year.

The percent of estimated total working time in nonagricultural employment lost through strike idleness was highest in Idaho (1.25 percent),

largely because of a 7-month strike in the lead, zinc, and silver extraction industry. Other States leading in strike idleness in relation to employment were Connecticut and Montana (0.53 percent), Missouri (0.41 percent), Massachusetts (0.40 percent), and Kansas (0.39 percent).

As in 1959, the greatest numbers of stoppages were recorded in New York (427), Pennsylvania (398), Ohio (303), California (292), New Jersey (205), and Illinois (197). Six States had fewer than 10 stoppages each—South Carolina, South Dakota, Vermont, Nevada, New Hampshire, and North Dakota.

Contract Status of Stoppages

Beginning in mid-1960, the Bureau of Labor Statistics classified strikes according to the status of the union-management agreement at the start of the stoppage, as follows: (1) disputes arising out of disagreement on the terms of an initial agreement or out of union efforts to gain recognition (and obtain an agreement); (2) disputes arising out of renegotiation of an expiring agreement or of a reopening of an existing agreement; (3)

disputes arising during the term of an agreement (grievance, jurisdictional, etc.) not involving changes in the agreement; and (4) other situations. Responses to the Bureau's questionnaire—obtained for approximately five-sixths of the stoppages in 1960—revealed the following percent distribution by the preceding categories:

	Stoppages	Workers involved	Man-days of idleness
Total stoppages covered...	100.0	100.0	100.0
Negotiation of first agreement or union recognition.....	14.5	5.3	3.7
Negotiation of agreement (expiration or reopening).....	38.0	64.8	85.0
During term of agreement (change in agreement not involved)...	21.8	24.1	8.5
Other.....	1.2	.4	.2
Insufficient information to classify.....	24.4	5.4	2.6

NOTE: Because of rounding, sums of the percentages may not equal 100.

Among the stoppages covered, the bulk of the man-days idle (89 percent) can be attributed to disputes involving negotiation of agreements, either a new contract or a wage reopening or, in some cases, an initial contract. A similar finding regarding major strikes during the period 1947-59 showed that new contract disputes accounted for 96 percent of the idleness. Disputes which occurred in 1960 during the term of agreement involved about one-fourth of the workers but accounted for less than 10 percent of the man-days idle.

Information on contract status at the start of disputes will hereafter be a regular part of the Bureau's review of work stoppages and changes over time will thus be revealed.

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Earnings in Synthetic-Textile Manufacturing, August 1960

EARNINGS of production workers in synthetic-textile mills averaged \$1.51 an hour, exclusive of premium pay for overtime and for work on weekends, holidays, and late shifts, in August 1960, according to a study conducted by the Bureau of Labor Statistics.¹ Men, accounting for three-fifths of the 73,061 workers employed in regular textile operations through the cloth room,² averaged \$1.57, compared with \$1.42 for women. Average hourly earnings were lowest (\$1.47) in the Southeast; they were 8 percent higher in the Middle Atlantic region, and nearly 10 percent higher in New England.³ In each of these three regions, August 1960 earnings were approximately 20 percent above those in November 1954, the date of a similar study conducted by BLS.⁴

Nationwide, earnings of individual workers ranged from \$1⁵ to over \$2.50 an hour, with the middle half of the workers earning between \$1.30 and \$1.71. About 3½ percent of the workers averaged less than \$1.15 an hour, and about 13½ percent earned less than \$1.25.

Among the men's occupations selected for separate study, highest earnings were reported for Jacquard loom fixers (averaging \$2.28) and lowest for janitors (\$1.23). Women yarn winders, the largest occupational group studied separately, averaged \$1.37.

Paid vacations were provided nearly all workers; life, hospitalization, and surgical insurance were available to 9 out of 10. Provisions for paid holidays and pensions were much less prevalent.

Industry Characteristics

Synthetic-textile manufacturing is confined almost entirely to the Southeast, Middle Atlantic, and New England regions. The Southeast alone accounted for 68 percent of the production workers in mills within the scope of the survey (table 1), and the Middle Atlantic and New England regions for 18 and 13 percent, respectively.

The industry's employment level in August 1960 was approximately one-sixth lower than in November 1954 and about one-fifth lower than in March 1952, when similar studies were conducted. Be-

tween the 1954 and 1960 studies, production-worker employment declined one-third in the Middle Atlantic region, one-fifth in New England, and one-tenth in the Southeast. The general decline in employment has not been accompanied by a corresponding decline in production: The 1960 production of manmade fiber broadwoven goods was more than 7 percent above that for 1954.⁶ In the interim, a number of technological changes have occurred. Virtually all types of textile machinery have been improved, either by increased speeds or the accommodation of larger packages, or both. In many mills surveyed, the weaving process had recently been modernized by attachments that automatically wind, clean, and return the bobbins to the magazines, thereby eliminating the jobs of quillers, quill strippers, and battery hands. The decline in employment tended to be greatest for those processing jobs affected by technological change.

Weaving mills (which weave fabric from purchased yarn) employed nearly half of the industry's production workers at the time of the survey; integrated mills (which have both spinning and weaving operations), about three-tenths; and yarn mills (which produce filament or spun yarns), the remainder.⁷ The national distribution of workers by type of mill was closely paralleled in New England, but in the Middle Atlantic States, both weaving and yarn mills accounted for a substan-

¹ A more comprehensive account of this survey is presented in forthcoming BLS Report 192, *Wage Structure: Synthetic Textiles*, August 1960.

The study was limited to mills employing 20 or more workers engaged in the manufacture of synthetic yarn (or thread) and broadwoven fabrics (12 inches or more in width), including glass textiles. Mills manufacturing textiles from a blend of synthetic and other fibers were included if content was predominantly synthetic; mills manufacturing mixtures containing 25 percent or more wool were excluded.

² The earnings information presented in this article excludes data for approximately 1,953 workers employed in bleaching, cloth dyeing and finishing, and fabricating departments. These workers averaged \$1.60 in New England, \$1.72 in the Middle Atlantic region, and \$1.39 in the Southeast. The inclusion of these earnings would not affect the averages presented herein.

³ *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee, and Virginia.

⁴ See "Earnings in Synthetic-Textile Manufacturing, November 1954," *Monthly Labor Review*, June 1955, pp. 659-663.

⁵ An insignificant proportion of the workers in the Southeast (less than 0.05 percent) earned less than \$1 an hour.

⁶ See Bureau of the Census, "Man-Made Fiber Broad Woven Goods," *Current Industrial Reports*, Series M22T-2, 1960, and "Synthetic Broad Woven Goods," *Facts for Industry*, Series M15C, 1954.

⁷ In previous studies, mills having throwing (but no spinning) and weaving operations were classified as integrated; in the current study, such establishments are classified as weaving mills.

tially larger share, and in the Southeast, integrated mills employed relatively more workers.

Mills with collective bargaining agreements covering a majority of their production workers employed approximately a fifth of the workers in the industry. In New England and in the Middle Atlantic region, about one-half were employed in such establishments, compared with less than one-tenth in the Southeast.

Earnings of approximately one-fourth of the production workers were based on incentive wage plans, usually individual piece rates. Weavers and winders were among the largest groups of incentive workers.

Average Hourly Earnings

Straight-time hourly earnings of the industry's production workers averaged \$1.51 an hour in August 1960 (table 1). In New England, workers averaged \$1.61; in the Middle Atlantic region, \$1.59; and in the Southeast, \$1.47—approximately 20 percent more than in November 1954.

Workers in yarn mills earned less than those in weaving and integrated mills, primarily because none of them was employed in the skilled occupations required by weaving operations. Yarnmill workers earned \$1.33 an hour—18 cents less than workers in integrated mills, and 26 cents less than those in weaving mills. Averages of \$1.48, \$1.31, and \$1.29 were recorded in yarn mills in the New England, Southeast, and Middle Atlantic regions,

respectively. Average hourly earnings of workers in mills weaving fabrics from purchased yarn were \$1.70 in the Middle Atlantic region, \$1.67 in New England, and \$1.53 in the Southeast. In New England and the Southeast, weaving-mill workers averaged 8 and 4 cents more, respectively, than integrated-mill workers; in the Middle Atlantic region, they earned 8 cents less.

Individual earnings ranged from as low as \$1 to more than \$2.50 an hour (table 2). The middle half of the workers in the earnings array fell between \$1.30 and \$1.71. An estimated 3.4 percent averaged less than \$1.15, and 13.4 percent earned less than \$1.25 an hour. Earnings of women, heavily employed in five occupations of similar skill requirements, were more clustered than those of men. Regionally, the proportions of workers earning less than \$1.25 an hour were 4.6 percent in New England, 14.1 percent in the Southeast, and 16.7 percent in the Middle Atlantic States.

Occupational Earnings

Approximately three-fifths of the production workers covered by the study were employed in occupations for which earnings are presented in table 3. The average hourly earnings for numerically important men's occupational categories were: Hand truckers, \$1.28; weavers, \$1.83; and loom fixers, \$2.05. Approximately three-fifths of the women were employed in five occupational

TABLE 1. NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS¹ OF PRODUCTION WORKERS IN SYNTHETIC-TEXTILE MILLS, BY SELECTED CHARACTERISTICS, UNITED STATES AND SELECTED REGIONS,² AUGUST 1960

Item	United States ³		New England		Middle Atlantic		Southeast	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All mills:								
All production workers.....	73,061	\$1.51	9,730	\$1.61	13,094	\$1.59	49,910	\$1.47
Men.....	44,040	1.57	5,885	1.70	6,192	1.75	31,801	1.52
Women.....	29,021	1.42	3,845	1.47	6,902	1.45	18,109	1.39
Type of mill:								
Yarn or thread mills.....	15,316	1.33	2,122	1.48	3,395	1.29	9,472	1.31
Filament yarn or thread.....	7,487	1.30	1,019	1.33	2,835	1.27	4,149	1.31
Spun yarn or thread.....	7,829	1.36	1,103	1.53	5,060	1.30	5,323	1.30
Weaving mills.....	35,325	1.59	4,893	1.67	9,289	1.70	21,143	1.53
Integrated mills.....	22,420	1.51	2,715	1.59	410	1.78	19,295	1.49
Predominant class of fabric: ⁴								
Filament flat fabrics.....	26,236	1.56	5,895	1.63	3,197	1.67	17,144	1.52
Filament twisted yarn fabrics.....	3,747	1.57	—	—	662	1.61	2,844	1.57
Spun synthetic fabrics.....	17,846	1.49	—	—	—	—	16,375	1.49
Silk and silk-mixture fabrics.....	3,060	1.62	—	—	2,535	1.64	—	—
Pile, upholstery, drapery, tapestry, and tie fabrics.....	6,674	1.69	—	—	3,260	1.79	2,868	1.52

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² For definition of regions in this or subsequent tables, see text footnote 3.

³ Includes data for regions other than those shown separately.

⁴ Limited to weaving and integrated mills. Synthetic-wool mixture fabrics are not shown separately as data does not meet publication criteria.

Note: Dashes indicate no data reported or data that do not meet publication criteria.

categories. Battery hands earned \$1.30 an hour; cloth machine inspectors, \$1.36; yarn winders, \$1.37; ring frame spinners, \$1.39; and weavers, \$1.79.

Occupational pay levels were generally lower in the Southeast than in the New England and Middle Atlantic regions. However, as illustrated in the following tabulation, the amount of the differential varied substantially by occupation.

	Average earnings as a percent of those in the Southeast	
	New England	Middle Atlantic
<i>Men</i>		
Janitors.....	111	112
Loom fixers, plain and dobby looms....	104	104
Slasher tenders.....	117	112
Weavers, dobby loom.....	102	110
Weavers, Jacquard looms.....	126	127
<i>Women</i>		
Battery hands.....	104	102
Inspectors, cloth, machine.....	103	107
Spinners, ring frame.....	109	97
Weavers, dobby looms.....	101	106
Winders, yarn (cone and tube, non-automatic).....	111	100

Earnings of individual workers were widely distributed within the same job and geographic area. Among jobs paid on an incentive basis, the highest hourly earnings frequently exceeded the lowest in the same occupation and geographic area by \$1 or more. Consequently, a number of workers in comparatively low-paid jobs (as measured by the average for all workers) earned more than some workers in jobs with significantly higher averages.

Establishment Practices

Data were also obtained on certain establishment practices, including minimum wage rates, work schedules, and selected supplementary benefits for both production and office workers.

Minimum Wage Rates. Established minimum rates of pay for time-rated workers were reported by nearly all of the 200 mills visited.⁸ Minimum entrance rates of \$1 an hour were in effect in a fifth of the 34 establishments in New England, about a third of the 76 in the Middle Atlantic region, and approximately three-fifths of the 88 in the Southeast. In 69 of the 200 mills, entrance

TABLE 2. PERCENT DISTRIBUTION OF PRODUCTION WORKERS IN SYNTHETIC-TEXTILE MILLS, BY AVERAGE STRAIGHT-TIME HOURLY EARNINGS,¹ UNITED STATES AND SELECTED REGIONS, AUGUST 1960

Average hourly earnings ¹	United States ²	New England	Middle Atlantic	South-east
Under \$1.00.....	(³)			(³)
\$1.00 and under \$1.05.....	0.8	0.1	0.3	1.0
\$1.05 and under \$1.10.....	.7	.1	2.1	.5
\$1.10 and under \$1.15.....	1.9	.5	3.8	1.6
\$1.15 and under \$1.20.....	4.6	1.0	5.4	5.1
\$1.20 and under \$1.25.....	5.4	2.9	5.1	5.9
\$1.25 and under \$1.30.....	11.0	1.8	7.1	13.9
\$1.30 and under \$1.35.....	12.4	14.9	8.8	12.9
\$1.35 and under \$1.40.....	9.8	10.3	4.1	11.2
\$1.40 and under \$1.45.....	6.4	7.7	6.0	6.1
\$1.45 and under \$1.50.....	5.5	8.8	7.2	4.0
\$1.50 and under \$1.55.....	3.7	4.0	4.7	3.4
\$1.55 and under \$1.60.....	3.4	3.8	3.8	3.2
\$1.60 and under \$1.65.....	4.0	3.5	5.0	3.8
\$1.65 and under \$1.70.....	4.5	5.6	3.1	4.7
\$1.70 and under \$1.75.....	4.4	3.8	3.2	4.8
\$1.75 and under \$1.80.....	3.6	3.4	3.7	3.6
\$1.80 and under \$1.85.....	2.8	3.7	1.9	2.8
\$1.85 and under \$1.90.....	2.4	4.3	2.6	2.0
\$1.90 and under \$1.95.....	2.4	3.0	2.4	2.2
\$1.95 and under \$2.00.....	2.4	5.1	2.6	1.8
\$2.00 and under \$2.05.....	2.3	2.2	3.2	2.1
\$2.05 and under \$2.10.....	1.6	2.5	2.0	1.3
\$2.10 and under \$2.15.....	1.3	2.3	2.4	.8
\$2.15 and under \$2.20.....	.6	1.6	1.5	.1
\$2.20 and under \$2.25.....	.3	.6	1.0	.1
\$2.25 and under \$2.30.....	.3	.5	1.0	.1
\$2.30 and under \$2.35.....	.2	.5	.6	.1
\$2.35 and under \$2.40.....	.3	.8	.8	(³)
\$2.40 and under \$2.45.....	.1	.1	.6	(³)
\$2.45 and under \$2.50.....	.2	.1	.9	(³)
\$2.50 and over.....	.6	.6	2.7	.1
Total.....	100.0	100.0	100.0	100.0
Number of workers.....	73,061	9,730	13,094	49,910
Average hourly earnings ¹	\$1.51	\$1.61	\$1.59	\$1.47

¹ See footnote 1, table 1.

² See footnote 3, table 1.

³ Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

and minimum job rates were identical; in 36 mills, the job rates ranged from 4 to 10 cents an hour higher than the entrance rates; in 50, the difference varied from 11 to 20 cents; and in most of the remaining 37 establishments, which reported both formal minimum entrance and job rates, the differences were from 21 to 30 cents an hour.

Scheduled Weekly Hours and Shift Provisions. Work schedules of 40 hours a week applied to more than four-fifths of the production and office workers in the industry and were predominant in each of the three regions for which data are presented. Weekly schedules in excess of 40 hours were reported for most of the remaining production workers in New England and the Southeast; in the Middle Atlantic region, almost one-fifth were

⁸ Minimum entrance and minimum job rates, for purposes of this study relate to the lowest formal rates established for inexperienced and experienced time-rated workers, respectively, in unskilled production and related occupations in the regular textile departments (through the cloth room), except watchmen, apprentices, and handicapped and superannuated workers.

scheduled to work less than 40 hours a week in August 1960.

Virtually all establishments had provisions for late-shift work. About one-seventh of the production workers were employed in establishments with provisions for payment of shift differentials for second-shift work, usually 4 or 5 cents an hour or 5 percent. Provisions for premium pay for third-

or other late-shift work were in effect in establishments which employed about 90 percent of the workers and most commonly amounted to 5 cents an hour. Approximately three-tenths of the production workers were employed on the second shift; one-eighth of these received premium pay of various amounts for such work. Slightly more than one-fifth were employed on third or other late

TABLE 3. AVERAGE STRAIGHT-TIME HOURLY EARNINGS¹ OF MEN AND WOMEN PRODUCTION WORKERS IN SYNTHETIC TEXTILE MILLS, BY SELECTED OCCUPATIONS, UNITED STATES AND SELECTED REGIONS, AUGUST 1960

Sex and occupation	United States ²		New England		Middle Atlantic		Southeast	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
MEN								
Battery hands.....	325	\$1.33	126	\$1.34	87	\$1.34	112	\$1.32
Card grinders.....	143	1.71	13	1.68	-----	-----	125	1.72
Card tenders.....	539	1.36	55	1.49	-----	-----	464	1.34
Carpenters, maintenance.....	132	1.71	20	1.91	-----	-----	105	1.66
Doffers, spinning frame.....	907	1.49	72	1.64	-----	-----	774	1.48
Drawing frame tenders.....	365	1.43	27	1.53	-----	-----	290	1.41
Drawing-in machine operators.....	99	1.72	-----	-----	-----	-----	92	1.71
Electricians, maintenance.....	187	1.87	26	2.01	14	2.03	145	1.83
Inspectors, cloth, machine.....	393	1.47	28	1.56	88	1.60	277	1.42
Janitors (excluding machinery cleaners).....	929	1.23	84	1.34	68	1.36	772	1.21
Loom fixers.....	5,042	2.05	831	2.08	894	2.24	3,325	2.00
Box looms.....	1,046	2.06	116	2.08	376	2.14	554	2.00
Jacquard looms.....	475	2.28	35	2.13	259	2.53	181	1.95
Plain and dobby looms.....	3,521	2.02	680	2.08	249	2.08	2,590	2.00
Machinists, maintenance.....	376	1.82	39	2.00	11	2.16	322	1.79
Millwrights.....	27	1.92	9	2.03	-----	-----	18	1.87
Slasher tenders.....	995	1.71	199	1.92	69	1.83	726	1.64
Slubber tenders.....	727	1.52	36	1.53	-----	-----	685	1.52
Standard.....	149	1.45	-----	-----	-----	-----	123	1.44
Long-draft.....	154	1.54	-----	-----	-----	-----	862	1.53
Spinners, ring frame.....	213	1.51	-----	-----	12	1.55	187	1.51
Truckers, hand (including bobbin boys).....	2,387	1.28	156	1.33	320	1.32	1,905	1.27
Twister tenders, ring frame.....	738	1.37	-----	-----	55	1.65	660	1.34
Tying-in machine operators.....	612	1.82	135	1.96	70	1.94	406	1.75
Uptwisters.....	655	1.36	29	1.41	134	1.25	492	1.39
Warper tenders.....	390	1.63	27	1.58	135	1.83	197	1.49
High speed (300 y.p.m. and over).....	242	1.55	-----	-----	77	1.76	147	1.43
Slow speed (under 300 y.p.m.).....	118	1.58	-----	-----	58	1.93	-----	-----
Weavers.....	6,187	1.83	772	1.86	1,692	2.02	3,723	1.74
Box looms.....	1,226	1.83	-----	-----	543	1.86	567	1.78
Dobby looms.....	2,640	1.77	333	1.78	284	1.93	2,023	1.75
Jacquard looms.....	1,379	1.98	56	2.13	816	2.14	507	1.69
Plain looms.....	942	1.77	267	1.89	-----	-----	626	1.70
WOMEN								
Battery hands.....	2,283	1.30	354	1.34	225	1.31	1,702	1.29
Doffers, spinning frame.....	59	1.52	-----	-----	-----	-----	53	1.51
Drawing frame tenders.....	255	1.39	70	1.47	-----	-----	99	1.40
Drawing-in machine operators.....	86	1.74	7	1.52	-----	-----	79	1.76
Inspectors, cloth, machine.....	2,137	1.36	405	1.38	277	1.44	1,454	1.34
Janitors (excluding machinery cleaners).....	62	1.25	13	1.28	16	1.31	33	1.21
Slubber tenders.....	224	1.55	-----	-----	-----	-----	182	1.34
Long-draft.....	141	1.42	-----	-----	-----	-----	105	1.44
Spinners, ring frame.....	2,306	1.39	170	1.51	104	1.35	2,003	1.39
Twister tenders, ring frame.....	1,893	1.32	269	1.31	667	1.31	934	1.33
Uptwisters.....	639	1.33	108	1.37	169	1.30	362	1.33
Warper tenders.....	721	1.55	78	1.61	319	1.67	324	1.42
High speed (300 y.p.m. and over).....	370	1.47	44	1.56	65	1.66	261	1.40
Slow speed (under 300 y.p.m.).....	351	1.64	34	1.68	254	1.67	-----	-----
Weavers.....	3,254	1.79	389	1.81	1,095	1.87	1,767	1.73
Box looms.....	677	1.81	51	1.93	502	1.80	1,135	1.80
Dobby looms.....	1,571	1.77	173	1.77	263	1.85	1,135	1.75
Jacquard looms.....	472	1.86	11	1.88	317	1.98	144	1.60
Plain looms.....	534	1.74	154	1.81	13	2.14	364	1.69
Winders, yarn.....	8,085	1.37	805	1.45	2,367	1.36	4,846	1.36
Automatic spooler.....	462	1.42	68	1.57	-----	-----	340	1.41
Cone and tube, automatic.....	1,137	1.33	137	1.30	147	1.34	539	1.34
Cone and tube, nonautomatic.....	2,904	1.34	256	1.47	614	1.33	2,025	1.33
Filling, automatic.....	1,676	1.42	234	1.45	425	1.47	1,015	1.38
Filling, nonautomatic.....	334	1.45	-----	-----	219	1.47	113	1.42

¹ See footnote 1, table 1.

² See footnote 3, table 1.

³ Includes data for workers in classification other than those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

TABLE 4. PERCENT OF PRODUCTION WORKERS IN SYNTHETIC-TEXTILE MILLS WITH FORMAL PROVISIONS FOR SELECTED SUPPLEMENTARY WAGE BENEFITS,¹ UNITED STATES AND SELECTED REGIONS, AUGUST 1960

Selected benefits ²	United States ³	New England	Middle Atlantic	South-east
Paid vacations:⁴				
After 1 year of service.....	96	99	99	95
Under 1 week.....	2		2	3
1 week.....	90	94	94	89
Over 1 and under 2 weeks.....	2	3	3	2
2 weeks.....	1	1		
After 5 years of service.....	98	99	99	97
1 week.....	20	5	28	21
Over 1 and under 2 weeks.....	1			1
2 weeks.....	77	94	71	76
After 25 years of service.....	98	99	99	97
1 week.....	19	5	26	20
Over 1 and under 2 weeks.....	1			1
2 weeks.....	73	86	56	76
Over 2 and under 3 weeks.....	2		6	1
3 weeks.....	3	8	12	
Paid holidays:⁵	40	96	93	14
Less than 4 holidays.....	7		6	9
4 holidays.....	2	4	1	2
5 holidays.....	6	17	10	2
6 holidays.....	15	63	28	2
7 holidays.....	9	13	38	
8 holidays.....	2		11	
Health, insurance, and pension plans:⁶				
Life insurance.....	80	79	74	96
Accidental death and dismemberment insurance.....	47	59	35	49
Sickness and accident insurance.....	68	64	73	67
Sick leave.....				
Hospitalization insurance.....	94	89	94	95
Surgical insurance.....	91	85	81	95
Medical insurance.....	39	72	37	33
Catastrophe insurance.....	5	2		7
Retirement pension.....	6	8		7
Retirement severance pay.....	11	43	14	5

¹ If formal provisions for supplementary benefits in an establishment were applicable to half or more of the workers, the benefits were considered applicable to all workers. Because of length-of-service and other eligibility requirements, the proportion of workers currently receiving the benefits may be smaller than estimated.

² See footnote 3, table 1.

³ Vacation payments, such as percentage of annual earnings, were converted to an equivalent time basis. The periods of service were arbitrarily chosen and do not necessarily reflect the individual provisions for progression. Thus, the changes indicated at 5 years may include changes occurring between 1 and 5 years.

⁴ Because of rounding, sums of individual items may not equal totals.

⁵ Tabulations were limited to full-day holidays; additional half-day holidays were provided in some establishments.

⁶ Includes only those plans for which at least a part of the cost is borne by the employer, and excludes legally required plans such as workmen's compensation and Federal social security programs.

shifts; nearly all of these workers received shift-premium pay, typically 5 cents an hour above the day rates.

Paid Holidays. Paid holidays were provided by mills employing more than nine-tenths of the production workers in New England and the Middle Atlantic region but only about one-seventh in the Southeast (table 4). The most common provisions were 6 days annually in New England and 6 or 7

days in the Middle Atlantic region. Holiday provisions for office employees were somewhat more liberal than those reported for production workers. One-third of the office employees in New England and almost a fifth in the Middle Atlantic region received 8 or more days a year. Four-fifths of the office employees in the Southeast were provided holidays, typically 5 or 6 days.

Paid Vacations. Practically all production and office workers with qualifying periods of service were eligible for paid vacations. Nine-tenths of the production workers were eligible for 1 week of vacation after 1 year of service and slightly more than three-fourths received 2 weeks after 5 years. Two-week vacations after 1 year of service were provided for office workers in establishments employing three-fifths of these workers. After 25 years of service, vacations in excess of 2 weeks were provided for 5 percent of the plant workers and 13 percent of the office employees.

Health, Insurance, and Pension Plans. Life, hospitalization, and surgical insurance, financed at least in part by the employer, were available to approximately nine-tenths of the production and office workers in the industry. Sickness and accident insurance was also provided to two-thirds of both groups of workers. Accidental death and dismemberment insurance and medical insurance were also frequently reported. Catastrophe insurance and sick leave provisions were not common.

Pension plans providing regular payments for the remainder of the worker's life upon retirement (other than benefits available under Federal old-age, survivors, and disability insurance) were rare for the industry's production workers. Retirement severance plans providing lump-sum payments upon retirement applied to 43 percent of the production workers in New England, 14 percent in the Middle Atlantic region, and 5 percent in the Southeast.

—CHARLES M. O'CONNOR

Division of Wages and Industrial Relations

Union Wage Scales in the Printing Industry, July 1, 1960

NEGOTIATED WAGE SCALES for union printing-trades workers in cities of 100,000 inhabitants or more continued to move upward during the year ending July 1, 1960. Hourly wage scales rose an average of 9 cents during the 12-month period, according to the Bureau of Labor Statistics 54th annual survey of such scales. The rise amounted to 10 cents in book and job shops and to 8 cents in newspaper establishments.¹

Hourly wage scales were advanced for seven-eighths of the workers included in the survey. The upward adjustment varied from 10 to 12 cents for three-tenths of the workers, from 6 to 8 cents for a tenth, and from 8 to 10 cents for a sixth. The advances amounted to 12 cents or more for a fifth of the tradesmen.²

Union hourly scales on July 1, 1960, as a result of these rate changes, averaged \$3.23 for all printing-trades workers studied. Rates of \$3.10 to \$3.60 an hour were specified in agreements for approximately half of the printing-trades workers and of \$3.60 or more for nearly a fourth.³

Weekly work schedules at straight-time rates of pay averaged 36.6 hours on July 1, 1960. The most common workweek, 37½ hours, was applicable to 43 percent of the workers. Health and welfare programs were provided in agreements covering almost three-fourths of the workers; pension plan provisions affected slightly more than two-fifths.

Trend and Scale Changes

Rate revisions effective between July 1, 1959, and July 1, 1960, raised the level of union hourly scales for printing-trades workers by 2.9 percent. This rise—the smallest in the past 4 years—advanced the Bureau's index of union hourly wage scales to 152.6 (table 1). Reflected in the increase were gains of 3.3 percent for book and job (commercial) shops and 2.3 percent for newspaper establishments, which raised the respective indexes to 154.8 and 148.3.

The rate of advance varied among individual trades for both types of printing establishments—from 2.6 to 4.1 percent in book and job shops and

from 2.1 to 2.7 percent in newspaper plants (table 2).

On a cents-per-hour basis, hourly scales increased an average of 9.9 cents in book and job shops and 7.8 cents in newspaper plants. Among individual trades, average scale increases ranged from 7.4 cents for bindery women to 12.8 cents for stereotypers in book and job shops, and from 7.2 cents for hand compositors to 9.2 cents for stereotypers in newspaper establishments. Geographically, advances in average scales also varied widely, ranging from 4.9 cents in the Southeast to 11.4 cents in the Border States for newspaper work, and from 7.4 cents in New England to 11.7 cents in the Pacific region for book and job shop work.

Many of the union contracts in effect on July 1, 1960, had been negotiated for 2 years—a few were for longer periods. Contracts of more than a year's duration frequently provided for wage reopenings or for periodic increases. However, only those scales that actually became effective between July 1, 1959, and July 1, 1960, were included in the current study.

Rate revisions were extensive during the year ending July 1, 1960; 92 percent of the printing-

¹ Union scales are defined as the minimum basic wage scales (excluding holiday, vacation, or other benefit payments regularly made or credited to the worker each pay period) or maximum schedules of hours at straight-time rates agreed upon through collective bargaining between trade unions and employers. Rates in excess of the negotiated minimum, which may be paid for special qualifications or other reasons, are not included.

The information presented in this article was based on union scales in effect on July 1, 1960, and covered approximately 110,000 printing-trades workers in 53 cities with populations of 100,000 or more. Data were obtained primarily from local union officials by mail questionnaire.

The current survey was designed to reflect union wage scales in the printing industry in all cities of 100,000 or more inhabitants. All cities with 500,000 or more inhabitants were included, as were most cities in the 250,000 to 500,000 population group. The cities in the 100,000 to 250,000 group selected for study were distributed widely throughout the United States. Data for some of the cities included in the study in the two smaller size groups were weighted to compensate for cities which were not surveyed. In order to provide appropriate representation in the combination of data, each geographic region and population group was considered separately when city weights were assigned.

Mimeographed listings of union scales are available for each city included in the study. Forthcoming BLS Bull. 1292 will contain more detailed information.

² For ease of reading, in this and subsequent discussions of tabulations, the limits of the class intervals are designated as 10 to 12 cents, 3 to 5 percent, etc., instead of using the more precise terminology, 10 and under 12 cents, 3 and under 5 percent, etc.

³ Average hourly scales, designed to show current levels, are based on all scales reported in effect on July 1, 1960. Individual scales were weighted by the number of union members having each rate. These averages are not designed for precise year-to-year comparisons because of fluctuations in membership and in job classifications studied. Average cents-per-hour and percent changes from July 1, 1959, to July 1, 1960, are based on comparable quotations for the various occupational classifications in both periods weighted by the membership reported for the current survey. The index series, designed for trend purposes, is similarly constructed.

trades workers in book and job shops and 77 percent of those in newspaper establishments had their scales adjusted upward. The proportion of workers affected by various increases are shown in the following tabulation:

	Percent of workers affected	
	Book and job	Newspapers
Total.....	92.1	76.9
<i>Cents-per-hour increases</i>		
Less than 8 cents.....	19.7	19.3
8 to 10 cents.....	15.6	16.8
10 to 12 cents.....	32.2	26.2
12 cents or more.....	24.4	14.6
<i>Percentage increases</i>		
Less than 2 percent.....	1.4	9.6
2 to 3 percent.....	8.6	18.0
3 to 4 percent.....	43.1	33.3
4 to 5 percent.....	24.5	5.0
5 to 6 percent.....	5.1	6.4
6 percent or more.....	9.3	4.7

NOTE: Because of rounding, sums of individual components may not equal totals.

Rate Variations by Type of Work

Commercial (book and job) printshops produce many different items in varying quantities; newspaper establishments, on the other hand, are geared to mass production of a single recurring item at regular intervals. The composition of the labor force, consequently, differs materially in each type of printing establishment. A substantial proportion of the labor force in commercial shops is comprised of bindery women, mailers, and press assistants and feeders who typically perform routine and less skilled tasks; in newspaper printing, however, journeymen are required in greater proportions to meet daily demands. These different work-force requirements affect the average rates, which reflect the number of printing-trades workers at the various pay scales in each type of establishment.

Average hourly scales on July 1, 1960, were \$3.08 in book and job shops and \$3.48 in newspaper establishments. Nightwork scales in newspaper plants averaged about 7 percent, or 23 cents higher than daywork scales—\$3.59, compared with \$3.36. Because relatively few workers are employed on nightwork in book and job shops, information for such workers was excluded from the survey.

Although daywork scales averaged higher in newspaper plants than in commercial shops, there was no consistent pattern of rate differentials

among occupational classifications common to both types of printing. Hourly scales for mailers were, on the average, 9 cents higher in newspaper establishments than in book and job shops; on the other hand, stereotypers and photoengravers on commercial work averaged 36 and 21 cents, respectively, above similar workers in newspaper establishments.

Pay scales varied widely for unionized printing-trades workers in both types of establishments among the cities surveyed. In book and job shops, rates ranged from \$1.39 for some assistants and feeders on platen presses in Memphis to \$4.65 for first pressmen on four-color offset presses in St. Louis. Scales of \$3.10 to \$3.60 an hour were specified in agreements for slightly more than two-fifths of the printing tradesmen in commercial shops. Rates of \$2.60 to \$3.10 were provided for a sixth and of \$3.60 or more for a similar proportion. Rates of less than \$2.60 an hour were applicable to a fifth of the workers; included in this group were all the bindery women, a fourth of the mailers, and a fifth of the press assistants and feeders. Among bindery women, two-thirds had

TABLE 1. INDEXES OF UNION WAGE SCALES AND WEEKLY HOURS IN THE PRINTING TRADES, SELECTED YEARS, 1907-60
[January 2, 1948-July 1, 1949=100]

Date	Index of wage scales			Index of weekly hours		
	All printing	Book and job	Newspaper	All printing	Book and job	Newspaper
1907: May 15.....	(1)	15.0	19.4	(1)	144.8	123.5
1911: May 15.....	19.9	19.3	22.4	133.2	136.5	122.3
1916: May 15.....	21.4	20.8	23.7	132.9	136.4	121.5
1918: May 15.....	24.0	23.9	25.5	132.9	136.4	121.5
1919: May 15.....	29.4	29.4	30.8	132.9	136.3	121.7
1920: May 15.....	37.7	38.4	37.6	129.0	131.2	121.6
1921: May 15.....	41.3	42.2	40.9	121.2	120.7	121.3
1922: May 15.....	41.8	42.4	41.3	120.8	119.2	123.6
1926: May 15.....	46.8	47.4	46.1	119.6	118.4	121.6
1931: May 15.....	50.8	51.1	50.1	119.2	118.2	120.6
1932: May 15.....	50.5	50.6	50.0	115.2	113.6	117.5
1933: May 15.....	47.5	47.8	46.8	114.3	112.5	116.9
1936: May 15.....	51.5	51.6	51.0	106.2	107.0	104.5
1941: June 1.....	56.8	56.6	56.9	104.5	105.8	101.8
1942: July 1.....	59.3	59.1	59.4	104.3	105.8	101.7
1943: July 1.....	61.1	60.7	61.9	104.6	106.1	101.7
1944: July 1.....	62.6	62.3	63.3	104.6	106.1	101.7
1945: July 1.....	63.5	63.1	64.1	104.6	106.1	101.7
1946: July 1.....	74.3	74.2	74.5	102.0	102.4	101.3
1948: Jan. 2.....	94.3	94.3	94.3	100.1	100.1	100.3
1949: May 15.....	105.7	105.7	105.7	99.9	99.9	99.7
1950: July 1.....	107.9	108.2	107.4	99.8	99.8	99.5
1951: July 1.....	112.4	112.1	112.7	99.7	99.5	99.4
1952: July 1.....	118.8	119.3	117.6	99.5	99.2	99.3
1953: July 1.....	123.5	124.0	122.3	99.5	99.2	99.3
1954: July 1.....	127.1	127.6	125.9	99.4	99.1	99.2
1955: July 1.....	130.7	131.4	128.9	99.2	98.9	99.1
1956: July 1.....	134.1	134.9	132.1	99.1	98.7	99.0
1957: July 1.....	138.9	139.9	136.4	98.8	98.3	98.8
1958: July 1.....	143.6	144.7	140.8	98.5	98.0	98.6
1959: July 1.....	148.3	149.8	145.0	98.2	97.6	98.5
1960: July 1.....	152.6	154.8	148.3	98.1	97.4	98.5

1 Combined data for year 1907 not available.

rates of less than \$1.90 an hour and a fourth had scales of \$2 to \$2.50. All of the electrotypers and virtually all of the stereotypers and photoengravers had contract rates of at least \$3 an hour. Half of the electrotypers, two-thirds of the stereotypers, and three-fourths of the photoengravers had rates of \$3.60 or more, as did fewer than a sixth of the workers in seven other trades. A third of the composing room workers had scales varying from \$3.50 to \$3.60 an hour.

Individual rates in newspaper establishments ranged from \$2.41 for day-shift mailers in Little Rock to \$4.98 for night-shift stereotypers on German and Polish language newspapers in Chicago. Hourly scales of \$3.10 to \$3.60 prevailed for 65 percent of the dayworkers and 46 percent of the nightworkers; and of \$3.60 or more for 19 and 49 percent of the workers, respectively. Rates of at least \$3.60 were in effect for some workers in each trade; four-fifths of the photoengravers and three-fourths of the pressmen-in-charge had such scales. A fourth of the workers in these two trades had rates of \$4 or more, and none had scales of less than \$3.10 an hour.

In book and job printshops, average hourly scales for the individual trades, except for bindery women (\$1.87), ranged from \$2.75 for press assistants and feeders to \$3.94 for photoengravers. Of the remaining nine trades, the average scale was less than \$3 an hour for one and in excess of \$3.30 for six. Among the eight newspaper trades studied, average hourly scales were lowest for mailers (\$3.19) and highest for pressmen-in-charge (\$3.83). Except for photoengravers (\$3.82), averages for the other crafts ranged from \$3.47 to \$3.53 an hour.

Nightwork scales on newspapers averaged 23 cents, or 6.8 percent, above daywork scales. Among individual trades, differentials favoring night-shift workers ranged from 18 to 35 cents, or from 5.2 to 9.5 percent.

* The city and regional averages presented in this article were designed to show current levels of rates; they do not measure differences in union scales among areas. Scales for individual crafts, of course, varied from city to city. The city and regional averages, however, were influenced not only by differences in rates among cities and regions but also by differences in the proportion of organized workers in the various crafts. Thus, a particular craft or classification may not be organized in some areas or may be organized less intensively in some areas than in others; and, also, certain types of work were found in some areas but not in others, or to a greater extent in some areas than in others. These differences were reflected in the weighting of individual rates by the number of union members at the rate. Hence, even though rates for all individual crafts in two areas may be identical, the average for all crafts combined in each area may differ.

TABLE 2. AVERAGE UNION HOURLY WAGE RATES IN THE PRINTING TRADES, JULY 1, 1960, AND INCREASE IN RATES, JULY 1, 1959-JULY 1, 1960

Trade	Average rate per hour, July 1, 1960	Amount of increase, July 1, 1959-July 1, 1960	
		Percent	Cents per hour
All printing trades.....	\$3.23	2.9	9.1
Book and job ¹	\$3.08	3.3	9.9
Bindery women.....	1.87	4.1	7.4
Bookbinders.....	3.18	3.4	10.5
Compositors, hand.....	3.37	3.5	11.4
Electrotypers.....	3.64	3.0	10.4
Machine operators.....	3.37	3.4	11.1
Machine tenders (machinists).....	3.36	3.4	11.1
Mailers.....	2.96	3.6	10.2
Photoengravers.....	3.94	3.3	12.5
Press assistants and feeders.....	2.75	3.1	8.3
Pressmen, cylinder.....	3.33	2.8	9.1
Pressmen, platen.....	3.02	2.6	7.6
Stereotypers.....	3.70	3.6	12.8
Newspaper.....	3.48	2.3	7.8
Daywork.....	3.36	2.4	8.0
Nightwork.....	3.59	2.2	7.7
Compositors, hand.....	3.49	2.1	7.2
Daywork.....	3.40	2.2	7.2
Nightwork.....	3.59	2.1	7.3
Machine operators.....	3.52	2.1	7.4
Daywork.....	3.42	2.3	7.6
Nightwork.....	3.61	2.0	7.2
Machine tenders (machinists).....	3.53	2.1	7.3
Daywork.....	3.44	2.1	7.2
Nightwork.....	3.62	2.1	7.5
Mailers.....	3.19	2.5	7.8
Daywork.....	3.05	2.9	8.7
Nightwork.....	3.31	2.2	7.1
Photoengravers.....	3.82	2.4	9.1
Daywork.....	3.73	2.5	9.2
Nightwork.....	3.93	2.4	9.0
Pressmen (journeymen).....	3.52	2.4	8.2
Daywork.....	3.37	2.5	8.0
Nightwork.....	3.68	2.3	8.3
Pressmen-in-charge.....	3.83	2.3	8.7
Daywork.....	3.67	2.1	7.4
Nightwork.....	4.02	2.6	10.2
Stereotypers.....	3.47	2.7	9.2
Daywork.....	3.34	2.9	9.4
Nightwork.....	3.63	2.5	8.9

¹ Day-shift rates; night-shift rates were excluded from the survey since relatively few workers are employed on night shifts.

City and Regional Variations

Labor-management contract provisions effective during the 12 months ending July 1, 1960, increased wage scales for some printing-trades workers in each of the 53 cities surveyed. Average hourly scales for book and job shops increased 6 to 8 cents in 11 cities, 8 to 10 cents in 20 cities, 10 to 12 cents in 10 cities, and 12 or more cents in 4 cities. For newspaper work, average scales advanced 6 to 8 cents in 8 cities, 8 to 10 cents in 12 cities, 10 to 12 cents in 13 cities, and 12 or more cents in 7 others. In terms of percent, the increases represented gains of 3 to 4 percent for book and job printing in half of the cities and for newspaper work in a fourth of the cities; of 2 to 3 percent in a fourth and two-fifths of the cities, respectively, for book and job shops and newspaper plants.⁴ Gains of 4 percent or more were

TABLE 3. AVERAGE UNION HOURLY WAGE RATES IN THE PRINTING TRADES, BY REGION,¹ JULY 1, 1960

Region ¹	All printing	Book and job	Newspaper
United States.....	\$3.23	\$3.08	\$3.48
New England.....	\$3.13	\$2.97	\$3.36
Middle Atlantic.....	3.27	3.12	3.57
Border States.....	3.09	2.84	3.43
Southeast.....	2.98	2.78	3.12
Great Lakes.....	3.24	3.11	3.52
Middle West.....	3.09	2.87	3.49
Southwest.....	2.99	2.65	3.23
Mountain.....	3.10	2.78	3.33
Pacific.....	3.43	3.34	3.59

¹ The regions referred to in this study include: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; *Southwest*—Arkansas, Louisiana, Oklahoma, and Texas; *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming; and *Pacific*—California, Nevada, Oregon, and Washington.

recorded in about a tenth of the cities for both types of printing establishments.

On a regional basis, average union hourly scales for all printing-trades workers combined varied from \$2.98 in the Southeast to \$3.43 in the Pacific region. In book and job shops, scales averaged highest (\$3.34) in the Pacific region and lowest (\$2.65) in the Southwest region. For newspaper work, the lowest (\$3.12) and the highest (\$3.59) averages were in the Southeast and Pacific regions, respectively. (See table 3.)

Standard Workweek

Weekly work schedules at straight-time rates of pay declined slightly during the year for printing-trades workers in cities of 100,000 inhabitants or more. Such schedules averaged 36.6 hours on July 1, 1960, compared with 36.7 hours on July 1, 1959. The average weekly schedule for day-shift work was 36.6 hours in book and job shops and 36.9 hours in newspaper plants; for night-shift work on newspapers, it was 36 hours.

The most prevalent straight-time workweek consisted of 37½ hours; this schedule affected 40 percent of the workers in commercial shops and 48 percent of those in newspaper plants. Workweeks of 36¼ hours were specified for 35 and 28

¹ The prevalence of negotiated health, insurance, and pension programs in the printing industry was first studied by the Bureau as of July 1, 1954. Information gathered on these plans was restricted to those financed entirely or in part by the employer. Plans financed by workers through union dues or assessments were excluded. No attempt was made to secure information on the kind and extent of benefits provided or on the cost of plans providing such benefits.

percent of the printing tradesmen in book and job shops and newspaper establishments, respectively, and of 35 hours for 21 percent of the commercial shop workers and 16 percent of those on newspapers. Weekly work schedules of more than 37½ hours applied to about 4 percent of the commercial shop workers and virtually none of those on newspapers. Conversely, schedules of less than 35 hours were almost nonexistent for workers in book and job shops but in effect for 6 percent of those on newspaper work.

In newspaper establishments, weekly schedules for nightwork were generally shorter than for daywork. Workweeks of 35 hours or less applied to a third of the night-shift workers and a tenth of the day-shift workers. Schedules of 37½ hours were more common for day-shift workers than for night-shift ones; the comparable proportions were 64 and 31 percent, respectively.

Health, Insurance, and Pension Plans

Negotiated health, insurance, and pension programs in the printing industry have increased in recent years, although less rapidly than in some other industries.⁵ The rate of development has undoubtedly been influenced by programs operated by a number of unions for many years, which provide members with one or more types of benefits.

Labor-management agreements containing provisions for health and insurance plans affected substantially more workers than did those providing pension programs—almost three-fourths, compared to slightly more than two-fifths. The coverage of both type plans increased slightly during the year. Health and insurance plans were in effect for nearly four-fifths of printing tradesmen in book and job shops and two-thirds of those in newspaper plants. Pension provisions affected slightly more than two-fifths of the craftsmen in both types of printing.

Of the workers provided health and insurance protection, more than 90 percent of those in both book and job and newspaper establishments were covered by plans financed entirely by the employer. Similarly financed pension plans prevailed for 95 percent of the protected workers in commercial shops and 73 percent of those in newspaper establishments.

—THOMAS C. MOBLEY

Division of Wages and Industrial Relations

Wage Chronology No. 24: North American Aviation¹

Supplement No. 3—1957-61

SINCE 1957, two contracts have been negotiated by North American Aviation, Inc.,² and the United Automobile, Aircraft and Agricultural Workers of America (UAW). A 2-year agreement was concluded on May 11, 1958, after about 3½ months of negotiations; it was ratified by the union membership on May 18 and became effective the following day. Formal negotiations, begun on February 3, continued beyond the expiration date of the previous agreement, March 5, 1958, until settlement was reached. A strike had been authorized by the union membership on March 31 but did not take place. The term of the new agreement extended to May 18, 1960.

The 1958 contract provided for hourly wage increases of 2 to 11 cents effective in May 1958 and 3 percent (with a minimum of 7 cents) a year later. It incorporated the existing cost-of-living allowance into basic rates and continued the escalator provision, and upgraded a number of job classifications. It also added a seventh paid holiday and improved insurance benefits for dependents. Finally, it continued a joint wage committee, whose purpose was to "discuss, investigate, and agree upon a new or modified wage plan," subject to instructions and prohibitions which had been established under the previous agreement.

In March 1960, the union notified the company of its desire to modify the existing contract. Formal negotiations for the 1960 basic agreement began on April 5 and continued without interruption through the May 18 expiration date of the 1958 contract. Accord was reached on June 3, 1960, on the terms of a 2-year agreement, and it

was ratified by the union membership on June 5. It increased basic wage rates 7 cents an hour, effective May 28, 1961, and instituted a company-paid extended layoff benefit plan which provided a lump-sum payment based on years of service in the event of layoff for 4 weeks or more. The layoff benefit plan established a pattern for an important segment of the aircraft industry.

In addition, the settlement incorporated 5 cents of the existing 6-cent cost-of-living allowance into basic rates and provided a revised cost-of-living escalator clause, which omitted the 1-cent increase that would have been due in July under the old clause; several jobs were upgraded, and the automatic wage progression period was shortened for a number of job classifications. The agreement also added time and one-half for work on shifts starting on Saturday; improved holiday pay, vacation, and sick leave provisions and the group insurance plan; and increased pension benefits. Later in the year, the parties negotiated a health and welfare plan for retired employees and their dependents.

The current contract is to remain in effect through June 3, 1962, with the extended layoff benefits provisions to run to June 5, 1964; the pension plan is to continue without change until September 30, 1965.

The following tables bring general wage changes up to date through May 1961 and related wage practices to the termination date of the current agreement.

¹ See *Monthly Labor Review*, June 1952 (pp. 683-687), May 1963 (pp. 514-515), and April 1957 (pp. 460-465), or *Wage Chronology Series 4, No. 24*.

² North American Aviation is not restricted to airframe production but has expanded its operations since World War II into the missile, rocket engine, nuclear electronics, and electromechanical fields. It has divisions in Downey, Canoga Park, Los Angeles, Calif., Columbus, Ohio, and Neosho, Mo. With the exception of the Columbus Division, and the Neosho and Palmdale plants, all these facilities are considered part of the Los Angeles Area bargaining unit by North American and the UAW. A single agreement between North American and the UAW covers wages and working conditions for most production and some maintenance employees at Los Angeles and Palmdale, and production and all maintenance employees at Columbus and Neosho. Strictly speaking, this supplement relates only to the Los Angeles Division since only this area was covered by the agreement of July 18, 1941, the earliest one reported in the basic chronology.

A—General Wage Changes

Effective date	Provision	Applications, exceptions, and other related matters
July 29, 1957 (by agreement dated Mar. 15, 1956).	2 cents an hour increase.....	Quarterly adjustment of cost-of-living allowance.
Oct. 29, 1957.....	3 cents an hour increase.....	Do.
Jan. 27, 1958.....	1 cent an hour increase.....	Do.
Apr. 28, 1958.....	2 cents an hour increase.....	Do.

A—General Wage Changes—Continued

Effective date	Provision	Applications, exceptions, and other related matters
May 19, 1958 (agreement of same date).	2 to 11 cents ¹ an hour increase, averaging 3.7 cents.	Additional job classification revisions and adjustments to rate ranges of certain labor grades ² amounting to an estimated increase of about 0.4 cent averaged over all employees in the plant bargaining unit. Deferred increase of 3 percent, with minimum of 7 cents an hour, to become effective May 18, 1959. In addition, previous 15-cent cost-of-living allowance incorporated into basic wage rates and the escalator provision continued, with quarterly adjustments in the cost-of-living allowance of 1 cent for each 0.5-point change in the Bureau of Labor Statistics Consumer Price Index above 122.4 (1947-49=100). If the CPI fell below 122.9, the cost-of-living allowance would be zero. ³
July 28, 1958-----	2 cents an hour increase-----	Quarterly adjustment of cost-of-living allowance.
Oct. 27, 1958-----	No change-----	Quarterly review of cost-of-living allowance.
Jan. 26, 1959-----	1 cent an hour increase-----	Quarterly adjustment of cost-of-living allowance.
Apr. 27, 1959-----	1 cent an hour decrease-----	Do.
May 18, 1959 (agreement of May 19, 1958).	3 percent general wage increase, with minimum of 7 cents an hour (estimated to average 7.5 cents).	Deferred increase.
July 27, 1959-----	1 cent an hour increase-----	Quarterly adjustment of cost-of-living allowance.
Oct. 26, 1959-----	1 cent an hour increase-----	Do.
Jan. 25, 1960-----	2 cents an hour increase-----	Do.
Apr. 25, 1960-----	No change-----	Quarterly review of cost-of-living allowance.
June 5, 1960 (agreement of same date).	-----	Deferred increase of 7 cents an hour to become effective May 28, 1961. In addition: 5 cents of the previous 6-cent cost-of-living allowance incorporated into basic wage rates and escalator clause revised to provide only 1 cent an hour increase in the cost-of-living allowance based on the BLS Consumer Price Index of 125.4 through 126.3 and 1 cent for each 0.5-point change thereafter. If the CPI fell below 125.4 (1947-49=100), the cost-of-living allowance would be zero. ⁴ Minimum rates of labor grades 11, 12, 13, 16, and 17 increased 1 cent an hour to restore proper number of automatic progression steps, and some job classifications upgraded. Leadmen's differential set at 20 cents (formerly 5 to 20 cents) above maximum rate of highest job led.
July 24, 1960-----	No change-----	Quarterly review of cost-of-living allowance.
Oct. 23, 1960-----	1 cent an hour increase-----	Quarterly adjustment of cost-of-living allowance.
Jan. 29, 1961-----	2 cents an hour increase-----	Do.
Apr. 23, 1961-----	No change-----	Quarterly review of cost-of-living allowance.
May 28, 1961 (agreement dated June 5, 1960).	7 cents an hour increase-----	Deferred increase.

¹ Minimum and maximum of labor grades 1 through 7 increased 2 cents an hour; those in grades 8 through 11, 3 cents; those in grades 12 and 13, 4 cents; those in grades 14, 15, 16, and 17 increased 5, 6, 8, and 11 cents, respectively.

² The minimum rates in grades 4, 7, 10, and 17 were increased an additional 1 cent; grade 6, 2 cents; grades 5 and 13, 3 cents; grade 14, 6 cents, and grades 15 and 16, 7 cents.

³ The agreement provided that quarterly cost-of-living adjustments effective in January, April, July, and October be based on the Bureau of Labor Statistics Consumer Price Index for the months of November, February, May, and August, as follows:

Consumer price index (1947-49=100)	Cost-of-living allowance
122.8 or less-----	None.
122.9 to 123.3-----	1 cent an hour.
123.4 to 123.8-----	2 cents an hour.
123.9 to 124.3-----	3 cents an hour.
124.4 to 124.8-----	4 cents an hour.
124.9 to 125.3-----	5 cents an hour.
125.4 to 125.8-----	6 cents an hour.
125.9 to 126.3-----	7 cents an hour.
and so forth for each 0.5-point change in the index.	

The cost-of-living allowance in effect was to be included in computing payments for overtime, vacation, sick leave, holidays, and call-in pay.

⁴ The agreement provided that quarterly cost-of-living adjustments effective in January, April, July, and October be based on the BLS Consumer Price Index for November, February, May, and August, as follows:

Consumer price index (1947-49=100)	Cost-of-living allowance
125.3 or less-----	None.
125.4 to 126.3-----	1 cent an hour.
126.4 to 126.8-----	2 cents an hour.
126.9 to 127.3-----	3 cents an hour.
127.4 to 127.8-----	4 cents an hour.
127.9 to 128.3-----	5 cents an hour.
128.4 to 128.8-----	6 cents an hour.
128.9 to 129.3-----	7 cents an hour.
129.4 to 129.8-----	8 cents an hour.
129.9 to 130.3-----	9 cents an hour.
and so forth for each 0.5-point change in the index.	

The cost-of-living allowance was to be included in computing payments for overtime, vacation, sick leave, holidays, and call-in pay.

B—Hourly Rate Ranges, by Labor Grade¹

Labor grade and selected job classifications ²	Effective date									
	March 4, 1957		May 19, 1958 ³		May 18, 1959		June 5, 1960 ⁴		May 28, 1961 ⁴	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade 17.....	\$2.46	\$2.76	\$2.73	\$3.02	\$2.81	\$3.11	\$2.87	\$3.16	\$2.94	\$3.23
Grade 16.....	2.35	2.66	2.65	2.89	2.73	2.98	2.79	3.03	2.86	3.10
Grade 15.....	2.30	2.61	2.58	2.82	2.66	2.90	2.71	2.95	2.78	3.02
Grade 14.....	2.24	2.54	2.50	2.74	2.58	2.82	2.63	2.87	2.70	2.94
Grade 13.....	2.20	2.47	2.42	2.66	2.49	2.74	2.55	2.79	2.62	2.86
Grade 12.....	2.17	2.41	2.36	2.60	2.43	2.68	2.49	2.73	2.56	2.80
Grade 11.....	2.11	2.35	2.29	2.53	2.36	2.61	2.42	2.66	2.49	2.73
Grade 10.....	2.05	2.30	2.24	2.48	2.31	2.55	2.36	2.60	2.43	2.67
Grade 9.....	2.05	2.24	2.23	2.42	2.30	2.49	2.35	2.54	2.42	2.61
Grade 8.....	2.00	2.17	2.18	2.35	2.25	2.42	2.30	2.47	2.37	2.54
Grade 7.....	1.93	2.11	2.11	2.28	2.18	2.35	2.23	2.40	2.30	2.47
Grade 6.....	1.86	2.05	2.05	2.22	2.12	2.29	2.17	2.34	2.24	2.41
Grade 5.....	1.80	2.00	2.00	2.17	2.07	2.24	2.12	2.29	2.19	2.36
Grade 4.....	1.75	1.93	1.93	2.10	2.00	2.17	2.05	2.22	2.12	2.29
Grade 3.....	1.70	1.87	1.87	2.04	1.94	2.11	1.99	2.16	2.06	2.23
Grade 2.....	1.65	1.82	1.82	1.99	1.89	2.06	1.94	2.11	2.01	2.18
Grade 1.....	1.65	1.77	1.82	1.94	1.89	2.01	1.94	2.06	2.01	2.13

¹ Under agreements in force on the dates shown, progression from minimum to maximum rates was to be in the form of automatic 5-cent-an-hour increases every 16 weeks until the maximum of the job classification was reached; however, the company could grant individual merit increases more frequently. Employees receiving 6 to 9 cents an hour below the maximum of the rate range would have their wage rates increased to the maximum of the appropriate range at the end of the final 16-week period. The minimum rate for beginners was to be no lower than 25 cents below the minimum of the rate range of the job classification for which hired. Beginners' rates were to be increased 5 cents an hour every 4 weeks until they reached the minimum job range.

² The rates shown include only that portion of cost-of-living allowance that had been incorporated into basic rates by the stipulated dates; the specific amounts included are given in footnotes 3 and 4. Otherwise, cost-of-living allowances were added only to rates of workers on the payroll at their effective dates; they were not added to labor grade minimums and maximums and are not included in the rates shown in this table.

³ See Supplement No. 2 for typical jobs in each labor grade. The May 19, 1958, agreement reclassified the following jobs listed in Supplement No. 2: air-conditioning and refrigeration mechanics from grade 13 to 14 and janitors from grade 1 to 2. The following typical job titles were eliminated: stationary engineers, high pressure—grade 13; coverers, fabric layoutmen—grade 4; assemblers, aircraft (production)—grade 2; and installers, aircraft (production)—grade 2.

⁴ The rates shown reflect incorporation of the 15-cent cost-of-living allowance into basic rates in addition to the general wage rate changes which varied from 2 to 11 cents, depending on labor grade. Minimum rates in certain labor grades also include additional increases ranging from 1 to 7 cents. (See table A, footnote 2.)

⁵ The rates shown reflect incorporation of 5 cents of the cost-of-living allowance into basic rates, increases in the minimum rates of grades 11, 12, 13, 16, and 17, and in 1961 a general wage-rate increase. (See table A.)

C—Number of Labor Grades and Hourly Rates¹ for Lowest and Highest Grades, 1957–61

Effective date	Number of grades	Lowest grade		Highest grade		Rate range	
		Minimum	Maximum	Minimum	Maximum	Lowest grade	Highest grade
Mar. 4, 1957.....	17	\$1.65	\$1.77	\$2.46	\$2.76	\$0.12	\$0.30
May 19, 1958.....	17	1.82	1.94	2.73	3.02	.12	.29
May 18, 1959.....	17	1.89	2.01	2.81	3.11	.12	.30
June 5, 1960.....	17	1.94	2.06	2.87	3.16	.12	.29
May 28, 1961.....	17	2.01	2.13	2.94	3.23	.12	.29

¹ The rates shown include only that portion of cost-of-living allowances that had been incorporated into basic rates by the stipulated dates; the specific amounts included are given in footnotes 3 and 4 of table B. Other-

wise, cost-of-living allowances were added only to rates of workers on the payroll at their effective dates; they were not added to labor grade minimums and maximums and are not included in the rates shown in this table.

D—Related Wage Practices

Effective date	Provision	Applications, exceptions, and other related matters
<i>Premium Pay for Saturday and Sunday</i>		
June 5, 1960 (agreement of same date).	Changed to: Time and one-half for work on shifts starting on Saturday.	Not applicable to employees working on normal 7-day operations, who were to be paid time and one-half for work on the first regular day off.
<i>Holiday Pay</i>		
May 19, 1958 (agreement of same date). June 5, 1960 (agreement of same date).	Added: 1 paid holiday (total 7) ----- -----	Holiday added: Last regular work day before Christmas. Changed to: Holidays falling on Saturday to be observed and paid for on the preceding Friday.
<i>Insurance Benefits</i>		
Aug. 1, 1958 (agreement dated May 19, 1958).	Added: <i>Special hospital services and excess coverage</i> extended to dependents, with benefits and limitations same as for employees. \$240 applicable to hospital confinements whether or not employees had enrolled for added dependent coverage. <i>Infant coverage</i> —Medical and surgical complications to be covered for infants under 15 days of age.	Employee to contribute additional \$2 a month for dependents' special hospital services and excess coverage and infant coverage (total \$4.05); remainder of cost, if any, to be borne by company.
Aug. 1, 1960 (agreement dated June 5, 1960).	Increased to: <i>Hospital expenses</i> (room and board), maximum of \$24 a day (maternity benefits up to \$12 a day) reduced by benefits (\$12 a day up to 20 days) paid under California Unemployment Compensation Disability Benefits Act. <i>Special hospital services</i> , up to \$480. Maternity benefits unchanged.	Employee contribution remained \$2.05 per month (\$4.05 with dependent coverage); remainder of cost borne by company. When private room was used, maximum daily benefit limited to hospital's most common daily semiprivate room rate, but not to exceed \$24 a day.
Nov. 1, 1960 (letter dated Nov. 23, 1960).	Added: For retirees and dependents, as follows: <i>Hospital expenses</i> (room and board), maximum of \$24 a day up to 70 days, reduced by benefits (\$12 a day up to 20 days) paid under California Unemployment Compensation Disability Benefits Act. <i>Special hospital services</i> , up to \$480. <i>In-hospital medical benefits</i> , \$3 for each doctor's visit up to 70. <i>Surgical insurance</i> , up to \$350 ----- <i>Supplemental nonoccupational accident insurance</i> , up to \$300 for expenses incurred within 90 days of injury and not otherwise payable by the basic plan.	Retiree's monthly contribution: self only, \$5.50; self and dependents, \$13.50; remainder of cost, above any dividends paid by insurance carrier, to be borne by company. Plan benefits available only for nonoccupational sickness or injury excluding pregnancy, childbirth, and connected complications. For surgery performed during hospital confinement, maximum benefit to be greater of: \$3 times number of days for which hospital expense benefits were paid, up to 70 (a) excluding day of operation and subsequent days of confinement due to operation or (b) less the amount paid for surgical operation. In addition to surgical benefits, up to \$10 paid for the actual charge for general anesthesia administered in connection with an operation performed outside hospital.

D—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Insurance Benefits—Continued</i>		
Nov. 1, 1960 (letter dated Nov. 23, 1960)—Con.	<i>Excess coverage</i> , payment of 80 percent of medical, surgical, hospital, and other designated expense incurred during any one period of sickness or injury in excess of \$100 and any other benefits payable under the basic plan. Maximum excess coverage benefits for all injuries or sickness, \$5,000.	Plan to pay 50 percent (instead of 80 percent) of expenses incurred on account of psychiatric treatments or consultations while not confined to a hospital or similar institution. \$5,000 maximum benefit reduced by excess coverage benefits (that have not been reinstated) paid under plan for active employees for expenses incurred before beneficiary came under retirees' plan, but not less than \$2,500.
<i>Voluntary Unemployment Compensation Disability Plan</i>		
Jan. 1, 1954.....	Increased: <i>Hospitalization</i> , \$10 a day.....	Increased in accordance with provision of the California Unemployment Compensation Disability Benefits Act.
Jan. 1, 1958.....	Changed: Coverage transferred by company under terms of the Mar. 19, 1956, agreement from private insurer to the California Disability Insurance Fund. <i>Accident and sickness benefits</i> , \$10 to \$50 a week, up to 26 weeks. <i>Hospitalization</i> —\$12 a day up to 20 days.	Statutory employee contribution of 1 percent of the first \$3,600 of wages a year continued. ¹ By California Unemployment Compensation Disability Benefits Act.
Jan. 1, 1960.....	Increased: <i>Accident and sickness benefits</i> , maximum, to \$65.	By California Unemployment Compensation Disability Benefits Act.
<i>Retirement Plan</i>		
Oct. 1, 1960 (agreement dated June 5, 1960—subject to approval by stockholders and the Internal Revenue Service).	Increased to: <i>Normal retirement benefits</i> —Employees aged 65 or older with at least 10 years' credited service to receive \$2.40 a month for each year of credited service prior to Jan. 1, 1961, plus \$2.50 for each subsequent year up to total of 35 years (to supplement Federal social security benefits). Changed to: <i>Disability benefits</i> —Employees, at any age with 10 years or more of credited service, totally and permanently disabled, to receive \$70 a month or \$5 times years of service, whichever was larger. Changed to: <i>Early retirement</i> —Employees aged 55 but under 65 permitted to retire at own option; could elect (1) deferred normal retirement benefit on reaching age 65, (2) an immediate annuity actuarially reduced, or (3) an actuarially adjusted "level" income throughout retirement, receiving a higher benefit from the company plan than would be due under the regular formula until primary social security benefits began and smaller benefits thereafter with company benefits plus primary social security benefits equaling initial benefits from the plan. Added: <i>Vested rights</i> —Full vesting at age 45 with 10 or more years' service for employees terminated for any reason.	Benefits for employees receiving normal or disability pension prior to Oct. 1, 1960, increased to \$2.35 a month for each year of credited service in addition to Federal social security benefits. Added: Employees with 8 but less than 10 years' credited service, on layoff, at or after age 65 could apply for normal retirement benefits if recall rights would expire before age 68. Benefits forfeited unless applied for within 6 months after notification of expiration of recall rights or automatic retirement. Payable until employee becomes eligible for Federal social security benefits; normal benefits paid thereafter. Option (3) not applicable in cases where monthly payment after social security begins would be less than \$15. Employee could elect to receive normal retirement benefits at age 65 or early retirement benefits at age 55. Benefits forfeited unless applied for within 2 years after age 65.

See footnote at end of table.

D—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Extended Layoff Benefits</i>		
July 1, 1960 (agreement dated June 5, 1960).	<p>Plan established to help pay living expenses by supplementing unemployment compensation and to help compensate for loss of job security, vacation, and sick leave accrual, and insurance benefit coverage.²</p> <p><i>Size of benefits:</i> Lump-sum payment of \$50 for each full year of qualifying service up to 10. Maximum benefit \$500; minimum, \$25.</p> <p><i>Eligibility:</i> Employees with 6 or more months' service separated as a result of a reduction in working force of indeterminate length to be eligible for benefits after 4-week waiting period, on written application.</p>	<p>The first monthly increment of the company's maximum liability to be computed as of the first Monday in July 1960.</p> <p>Benefits not to be paid more than once for any year of service.</p> <p>Benefits not payable to employees (1) forfeiting recall rights or losing seniority rights by refusal or failure to return to work; or (2) receiving, eligible for, or claiming (during month of application for benefits under plan) (a) statutory or company accident, sickness, or other disability benefits other than survivor's allowance under workmen's compensation or disability benefits granted or for which employee was eligible while in full employment, (b) unemployment benefits from any other employer, or (c) pension payments (other than vested rights payable in future) from plan to which company had contributed.</p> <p>Contingent on obtaining favorable rulings and advanced understandings that benefits provided under plan did not constitute income to the employee until paid.</p> <p>Rulings or advanced understandings were obtained that (1) no part of liability or benefit paid would be included in the regular rate of pay of any employee, (2) benefits paid under plan would be reimbursable costs in the performance of the Government contract, and (3) benefits could be deductible by the company as ordinary business expense at time of payment.³</p> <p>If payment of benefits to all eligible employees in any month exceeded company's maximum liability at that time, amount not exceeding company's maximum liability to be equitably prorated in accordance with formula agreed to by representatives of company and union; formula to provide for an equal percentage reduction of benefit payable to each eligible employee.</p> <p>Benefits first payable when company's total liability exceeded average of \$20 per employee.</p>
July 1, 1960 (agreement dated June 5, 1960)—Continued.	<p><i>Company liability:</i> Maximum of \$5.20 a month for each employee on active payroll on first Monday of each month, but not to exceed \$100 per employee on payroll at same time.</p>	

¹ Employees located at the company's Columbus, Ohio, and Neosho, Mo., divisions and at other plants in the United States were covered by a private plan that provided substantially the same benefits as those available to California employees under the State program.

The California Unemployment Compensation Disability Benefits Act required that covered employees be provided with nonoccupational accident and sickness and hospitalization protection, up to specified maximums, by a private carrier, self-insurance, or the State fund. Employees were permitted to elect the insurer (private or State) by majority vote. An individual worker, however, could reject the private plan for coverage by the State fund. Under the law, private plans must provide benefits equal in all respects, and superior in at least one respect, to statutory benefits. The act became effective May 21, 1946.

² If simultaneous payments of benefits would result in disqualification or

reduction of State unemployment benefits, the parties were to amend the plan to eliminate the basis for disqualification or reduction of benefits for workers in such State. If mutual agreement on such amendment was not reached by Sept. 30, 1960, a 3-cent-an-hour general wage increase reduced by any benefits paid would be placed in effect July 1, 1960.

³ If rulings or advance understandings were revoked or modified so as to be unsatisfactory to company, obligation to assume liability under plan was to cease—provided, however, that in such event, company agreed, prior to termination of plan, promptly to attempt to determine if a basis existed, consistent with the provisions of the plan, for securing a satisfactory ruling or advance understanding. If the plan was terminated in this manner, employees in the bargaining unit at that time would receive a 3-cent-an-hour general wage increase, effective from the first Sunday following such termination.

Wage Chronology No. 28: International Harvester Co.

Supplement No. 3—1957-61

CONTRACT NEGOTIATIONS between the International Harvester Co. and the United Automobile, Aircraft and Agricultural Implement Workers of America (UAW) began when the union presented its demands to the company on June 3, 1958, about 2 months before the expiration of their 1955 agreement. The union's demands were essentially the same as those it had presented to the automobile manufacturers.¹ During the negotiations, the UAW proposed a profit-sharing plan in lieu of a wage increase; the company offered an immediate wage increase and incorporation of the cost-of-living allowance into basic wage rates, but proposed to eliminate future annual improvement-factor and cost-of-living adjustments. When agreement on a new contract was not reached by the end of July, a contract extension agreement continued the quarterly review of the cost-of-living allowance but made the annual improvement wage factor inoperative.

Negotiations resumed in October when the company offered to continue the improvement-factor and cost-of-living allowance adjustments, grant additional wage increases to skilled workers, liberalize supplemental unemployment benefits, and increase noncontributory retirement plan benefits, in addition to the wage increases offered earlier. In return, the company was to have, among other things, the unilateral right to reduce the workweek below 40 hours, schedule plant shutdowns for vacations, exclude future wage increases in computing the night-shift bonus, change some seniority practices, and share increased hospital insurance costs. The latter group of company proposals was rejected by the union. On November 6, 1958, when it appeared the parties would not reach agreement, the UAW served notice of cancellation of the contract extension. A week later, a work stoppage suspended operations at 15 plants. Agreement on a new contract was not reached until January 16, 1959. On January 19, the company resumed production, and by the end of the month, when most locals

had ratified the contract, the men had returned to work.

The agreement continued the improvement-factor and cost-of-living escalator clauses of the previous contract, incorporated 15 cents of the cost-of-living allowance into basic rates, provided additional increases for about 3,600 skilled workers, and added a fourth week of vacation after 25 years' service. The first improvement-factor increase was made retroactive to August 23, 1958, and subsequent increases were scheduled to go into effect September 14, 1959, and October 3, 1960.

The 1959 agreement also increased supplemental unemployment benefits and extended the maximum period for such benefits. Employees on short workweeks were made eligible for benefits even though they could not qualify for State unemployment compensation benefits; previously, receipt of such benefits had been a condition of eligibility. The parties agreed to continue company contributions to the SUB fund without change. A new separation payment plan, financed from the existing SUB fund, was established for workers permanently laid off on or after January 16, 1959.

Changes in the pension and health and welfare plans were included in the revised agreement. Increased pension benefits, including benefits for those already retired, were made retroactive to October 1, 1958. The union agreed that in future negotiations it would not request further changes in retirement benefits for those already retired at the time of such future negotiations. Maximum disability benefits were increased, effective May 9, 1959, and hospital benefits were liberalized, at no added cost to the employees. It was agreed that the company could schedule plant shutdowns for vacations, and the night-shift bonus was frozen at 10 percent of the average rate in effect prior to the new agreement.

The contract is to be in force through September 30, 1961, with no reopening provisions. The following tables bring the International Harvester Wage Chronology² up to date through June 1961.

¹ Details of the demands and negotiations are presented in "Wage Chronology No. 14: Ford Motor Co., Supplement No. 3," *Monthly Labor Review*, August 1959, pp. 899-900, and in "Wage Chronology No. 9: General Motors Corp., Supplement No. 4," *Monthly Labor Review*, April 1961, pp. 395-401.

² See *Monthly Labor Review*, August 1952 (pp. 167-175), September 1953 (pp. 965-967), August 1957 (pp. 966-972), or *Wage Chronology Series 4, No. 28*.

A—General Wage Changes

Effective date	Provision	Applications, exceptions, and other related matters
Sept. 2, 1957 (agreement dated Sept. 16, 1955).	3 cents an hour increase.....	Quarterly adjustment of cost-of-living allowance.
Dec. 2, 1957.....	No change.....	Quarterly review of cost-of-living allowance.
Mar. 3, 1958.....	3 cents an hour increase.....	Quarterly adjustment of cost-of-living allowance.
June 2, 1958.....	2 cents an hour increase.....	Do.
Aug. 23, 1958 (agreement dated Jan. 16, 1959).	6 cents an hour increase or 2½ percent ¹ of base rate, whichever was greater, averaging approximately 6.1 cents an hour.	Improvement-factor increase. Agreement maintained the improvement-factor of the previous agreement and provided similar adjustments to be effective Sept. 14, 1959, and Oct. 3, 1960.
Sept. 1, 1958 (extension agreement dated July 30, 1958).	1 cent an hour increase.....	Quarterly adjustment of cost-of-living allowance.
Oct. 6, 1958 (agreement dated Jan. 16, 1959).	.....	Additional increases ² of 4 to 8 cents an hour for 5 top labor grades, 8 cents an hour for 42 occupations rated out of structure.
Dec. 1, 1958 (extension agreement dated July 30, 1958).	No change.....	Quarterly review of cost-of-living allowance.
Jan. 16, 1959 (agreement of same date).	.....	The new agreement incorporated 15 cents of the 25-cent cost-of-living allowance in effect on Dec. 1, 1958, into base hourly rates ³ and continued the cost-of-living escalator formula of the previous agreement. ⁴
Mar. 2, 1959.....	No change.....	In addition, inequity adjustments resulting from reevaluation of job classifications were provided. ⁵
June 1, 1959.....	No change.....	Quarterly review of cost-of-living allowance.
Sept. 7, 1959.....	2 cents an hour increase.....	Do.
Sept. 14, 1959.....	6 cents an hour increase or 2½ percent ¹ of base rate, whichever was greater, averaging approximately 6.3 cents an hour.	Quarterly adjustment of cost-of-living allowance.
Dec. 7, 1959.....	1 cent an hour increase.....	Improvement-factor increase.
Mar. 7, 1960.....	No change.....	Quarterly adjustment of cost-of-living allowance.
June 6, 1960.....	2 cents an hour increase.....	Quarterly review of cost-of-living allowance.
Sept. 5, 1960.....	No change.....	Quarterly adjustment of cost-of-living allowance.
Oct. 3, 1960.....	6 cents an hour increase or 2½ percent ¹ of base rate, whichever was greater, averaging approximately 6.4 cents an hour.	Quarterly review of cost-of-living allowance.
Dec. 5, 1960.....	2 cents an hour increase.....	Improvement-factor increase.
Mar. 6, 1961.....	No change.....	Quarterly adjustment of cost-of-living allowance.
June 5, 1961.....	do.....	Quarterly review of cost-of-living allowance.
		Do.

¹ Improvement-factor and cost-of-living increases were payable to pieceworkers but were not included in piece rates. For the schedule of improvement-factor increases, see "Wage Chronology No. 28: International Harvester Co., Supplement No. 2," *Monthly Labor Review*, August 1957, pp. 966-972.

² These amounted to an estimated increase of 1.05 cents averaged over all of the company's employees who were represented by the union.

³ Increase applied to earnings of pieceworkers rather than to piece rates.

⁴ The new agreement provided that future cost-of-living adjustments be determined in accordance with the following table:

Consumer Price Index (1947-49=100)	Cost-of-living allowance
119.1 or less.....	None.
119.2 to 119.4.....	1 cent an hour.
119.7 to 120.1.....	2 cents an hour.
120.2 to 120.6.....	3 cents an hour.
120.7 to 121.1.....	4 cents an hour.
121.2 to 121.6.....	5 cents an hour.
121.7 to 122.1.....	6 cents an hour.
122.2 to 122.6.....	7 cents an hour.
122.7 to 123.1.....	8 cents an hour.
123.2 to 123.6.....	9 cents an hour.
123.7 to 124.1.....	10 cents an hour.
124.2 to 124.6.....	11 cents an hour.

Consumer Price Index (1947-49=100)	Cost-of-living allowance
124.7 to 125.1.....	12 cents an hour.
125.2 to 125.6.....	13 cents an hour.
125.7 to 126.1.....	14 cents an hour.
126.2 to 126.6.....	15 cents an hour.
126.7 to 127.1.....	16 cents an hour.
127.2 to 127.6.....	17 cents an hour.
127.7 to 128.1.....	18 cents an hour.
128.2 to 128.6.....	19 cents an hour.
128.7 to 129.1.....	20 cents an hour.
129.2 to 129.6.....	21 cents an hour.
129.7 to 130.1.....	22 cents an hour.
130.2 to 130.6.....	23 cents an hour.
130.7 to 131.1.....	24 cents an hour.
131.2 to 131.6.....	25 cents an hour.
and so forth, with a 1-cent adjustment for each 0.5-point change in the index.	

As in previous agreements, the cost-of-living reviews in March,⁶ June, September, and December were to be based on the Bureau of Labor Statistics Consumer Price Index for the months of January, April, July, and October.

⁵ These amounted to an estimated increase of 0.05¢ averaged over all of the company's hourly rated employees (except those on incentives) who were represented by the union.

B—Hourly Rate Ranges for Dayworkers, by Labor Grade¹

Labor grade	August 1957		August 1958		January 1959 ²		September 1959 ²		October 1960 ²	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Grade I.....	\$1.78	\$1.84	\$1.84	\$1.90	\$1.99	\$2.05	\$2.05	\$2.11	\$2.11	\$2.17
Grade II.....	1.80	1.88	1.86	1.94	2.01	2.09	2.07	2.15	2.13	2.21
Grade III.....	1.84	1.92	1.90	1.98	2.05	2.13	2.11	2.19	2.17	2.25
Grade IV.....	1.89	1.97	1.95	2.03	2.10	2.18	2.16	2.24	2.22	2.30
Grade V.....	1.92	2.02	1.98	2.08	2.13	2.23	2.19	2.29	2.25	2.35
Grade VI.....	1.98	2.08	2.04	2.14	2.19	2.29	2.25	2.35	2.31	2.41
Grade VII.....	2.03	2.13	2.09	2.19	2.24	2.34	2.30	2.40	2.36	2.46
Grade VIII.....	2.07	2.19	2.13	2.25	2.28	2.40	2.34	2.46	2.40	2.52
Grade IX.....	2.13	2.25	2.19	2.31	2.34	2.46	2.40	2.52	2.46	2.58
Grade X.....	2.23	2.37	2.29	2.43	2.48	2.62	2.55	2.69	2.62	2.76
Grade XI.....	2.35	2.49	2.41	2.55	2.62	2.76	2.69	2.83	2.76	2.90
Grade XII.....	2.41	2.57	2.47	2.63	2.68	2.84	2.75	2.91	2.82	2.98
Grade XIII.....	2.50	2.68	2.57	2.75	2.80	2.98	2.87	3.05	2.95	3.13
Grade XIV.....	2.59	2.79	2.66	2.86	2.89	3.09	2.97	3.17	3.05	3.25

¹ Daywork jobs are those paid on an hourly basis and are mostly nonproduction occupations. The 1959 agreements continued partial automatic progression from minimum to maximum in a grade as follows: grade 1, after 30 days; grades 2 and 3, after 60 days; grades 4 through 7, after 90 days; and grades 8 through 10, after 180 days. Progression for labor grades 11 through 14 was automatic to 1 step below the maximum in 120 days, with further progression to the maximum to be based on merit rating.

Rates shown for Jan. 16, 1959, and subsequent periods include 15 cents of

the cost-of-living allowance existing prior to Jan. 16, 1959, which was incorporated into base rates. With this exception, cost-of-living allowances, while affecting earnings of employees on the payroll, did not change rate ranges and are not included in this table. Rate structures at the two California plants differ from those shown here.

² Includes additional increases (effective Oct. 6, 1958) ranging from 4 to 8 cents for grades X through XIV, as provided in the January 1959 contract.

C—Related Wage Practices

Effective date	Provision	Applications, exceptions, and other related matters
<i>Shift Premium Pay</i>		
Jan. 16, 1959 (agreement of same date).	-----	Changes in wage rates negotiated in 1959 (including incorporation of 15-cent cost-of-living allowance into base rates), except for reclassifications of jobs to new labor grades, excluded in computing shift premium pay.
<i>Holiday Pay</i>		
Sept. 16, 1955 (agreement of same date).	-----	Correction: Requirement that employee must have worked day prior to and day following holiday changed to require work during workweek in which holiday was observed.
<i>Paid Vacations</i>		
Sept. 16, 1955 (agreement of same date).	-----	Correction: Attendance requirement changed to minimum of 900 hours during previous calendar year.
Jan. 16, 1959 (agreement of same date).	Added: 4th week of vacation after 25 years' continuous service.	Plant shutdown for vacation could be scheduled for first 2 weeks of August.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Health and Welfare Benefits</i> ¹		
Jan. 26, 1959 (agreement dated Jan. 16, 1959).	<p>Increased:</p> <p><i>Daily hospital benefits:</i> Private room maximum to amount most commonly charged for semiprivate accommodations.</p> <p><i>Special hospital benefits:</i> Maximum amounts eliminated.</p> <p>Changed: <i>Diagnostic X-ray and laboratory expense benefits</i> for any one disability, to be reinstated after 1 year following last reimbursed charge for that disability.</p> <p>Added: <i>Ambulance service</i>, up to \$25 for service to or from hospital for confinement for any one accident or disease.</p>	<p>All services and supplies required in direct connection with treatment during hospitalization to be provided without limit.</p> <p>Benefits in effect for pensioners continued without change and to be available to future retirees.</p>
<i>Disability and Dismemberment Benefit Plan</i> ¹		
Mar. 19, 1959 (agreement dated Jan. 16, 1959).	Increased: Disability benefits to \$77 for those with regular weekly earnings of \$110 and over. ²	<p>Employee contributions for these workers increased to \$1.</p> <p>As in past, earnings used to determine benefit group to exclude overtime, premium pay, and cost-of-living allowance. (Prior to Sept. 14, 1959, cost-of-living allowance of 5 cents or less included in earnings for this purpose.)</p> <p>Changed: Insurance continued for 8 weeks (was 60 days) during layoff if employee contributions continued.</p>
<i>Pensions</i>		
Sept. 1, 1955 (agreement dated Sept. 16, 1955).	Correction: Contributory plan superseded by noncontributory plan for employees—in bargaining units represented by union—who had previously elected the contributory plan. ³ Minimum pension provision of contributory plan no longer applicable to employees who had previously participated in the contributory plan, but annuities to be paid to these participants upon retirement in accordance with terms of group annuity plan.	
July 1, 1957 (supplemental agreement dated Aug. 20, 1957).		Correction: Minimum age requirement (50 years) for disability retirement eliminated for employees retiring after Sept. 1, 1955, who were at work after Sept. 1, 1954, and receiving weekly disability benefits on Sept. 1, 1955.
Oct. 1, 1958 (agreement dated Jan. 16, 1959).	<p>Noncontributory retirement plan revised.⁴</p> <p>Increased: <i>Normal retirement</i> benefits to \$2.50 a month for each year of credited service to supplement primary Federal social security benefits.</p>	<p>Pensions for period beginning Sept. 1, 1955, if employee retired on or after Mar. 15, 1950, to be increased to amounts provided by new agreement.⁵</p> <p>Benefits to employees automatically retired at age 68 with more than 5 but less than 10 years' credited service increased to \$25 monthly.</p>

See footnotes at end of table.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Pensions—Continued</i>		
Oct. 1, 1958 (agreement dated Jan. 16, 1959)—Continued	<p><i>Disability retirement</i> benefits continued to be twice normal benefits.</p> <p><i>Vested rights</i> benefits continued to be the same as normal retirement benefits.</p>	<p>Reduced to normal retirement benefits when employee became eligible for Federal social security benefits.</p> <p>Increase not applicable to employees leaving company prior to Feb. 1, 1959.</p>
<i>Supplemental Unemployment Benefit Plan *</i>		
Jan. 16, 1959 (agreement of same date).	<p>Company contributions of 5 cents per man-hour compensated continued, depending on maximum funding. Monthly maximum funding continued at \$400 per employee.⁷</p> <p><i>Size of benefits</i>—Changed to: \$30 or an amount which when added to State unemployment compensation and other compensation would equal 65 percent of the employee's straight-time wages after taxes, whichever was smaller.</p> <p>Added: Benefits to be paid employees receiving less than 65 percent of weekly straight-time wages after taxes where earnings were too high to qualify for State benefits, or "waiting week" credit.</p> <p><i>Eligibility</i>—Changed: From requirement of at least $\frac{1}{4}$ credit unit to fraction of a unit.</p> <p><i>Accrual of credit units</i>—Changed: Employees to accumulate $\frac{1}{2}$ credit unit for each workweek in which they receive any pay from the company.</p> <p>Changed: Maximum number of credit units increased to match increase in number of weeks of State unemployment compensation benefits beyond 26, up to 39.</p> <p>Added: Temporary emergency benefits, extending benefits for SUB to employees laid off on or after Jan. 16, 1959, but prior to Apr. 1, 1959. Maximum of 13 additional units for each eligible employee.</p>	<p>Employee with fewer than the number of credit units required for full weekly benefit to be paid at least \$2. (Formerly, employee was ineligible for benefit if less than \$2.)</p>
Apr. 1, 1959 (supplemental agreement dated June 8, 1959).	<p>Extended: Credits for SUB under temporary emergency benefits continued for employees laid off prior to July 1, 1959, but subsequent to Jan. 15, 1959. No change in total number of additional credit units allowed.</p>	<p>Not applicable to States that extended benefit period temporarily through acceptance of Federal loan act (Temporary Unemployment Compensation Act of 1958) or otherwise; eligible employees in these States covered by temporary emergency benefit provisions.</p> <p>Applicable to otherwise eligible employees who had exhausted credit units or who had insufficient credits to qualify for full benefit and who worked in States temporarily extending State benefits beyond 26 weeks under the Federal loan act or other action.</p> <p>Applicable to eligible employees who had received temporary emergency benefits prior to Apr. 1, 1959, and who were eligible for benefits under State programs temporarily extended through June 30, 1959.</p>

See footnotes at end of table.

C—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Separation Pay</i>		
Jan. 16, 1959 (agreement of same date).	Separation pay plan established, ¹ to be financed from SUB fund, providing lump-sum payments ranging from 40 hours' pay to employees with 2 years' seniority to 1,200 hours' pay to those with 30 or more years' seniority. ² Benefits to be proportionately reduced when trust fund position fell below 100 percent and by any SUB or temporary benefits received while on layoff.	Applicable to employees with 2 or more years' service who, on or after Jan. 16, 1959, were laid off for a period of at least 12 months ³ and who (a) were not eligible for any retirement benefit other than a deferred pension, (b) became totally and permanently disabled but without enough credited service to be eligible for total and permanent disability benefits, or (c) were automatically retired but not entitled to a retirement benefit. In addition, employee must not have elected to take a layoff in preference to available work, failed to return on being recalled, or refused to work in a bargaining unit (represented by the union) located within 50 miles of the plant in which he last worked. Laid-off employees must apply for benefits no less than 12 months but no more than 18 months after separation. Employees reemployed after accepting separation payment not to repay benefits or receive seniority credits for period covered by such payment. Benefits payable only when trust fund position was at least 13 percent.

¹ Insurance protection, including group paid-up life insurance, and group term life insurance continued during plant shutdown for vacation or because of emergency. Company advanced up to 4 weeks' contributions if payments from which contributions could be deducted were not received. Advanced contributions collected on employees' return to work. By paying contributions, employee could elect to continue all insurance (except disability during layoff) for 1 year during layoff or leave of absence.

Maximum benefits were available for each period of continuous disability and were reinstated on complete recovery after a hospital confinement or operation. After return to work for 1 day, the new maximum was again available for subsequent confinements or operations due to a different cause; for dependents, 1 year after previous confinement or operation.

² Schedule of benefits:

Class	Basic weekly earnings classification	Weekly disability benefit	Weekly employee contribution
1....	Less than \$60.....	\$35	\$0.45
2....	\$60 but less than \$70.....	42	.54
3....	\$70 but less than \$80.....	49	.63
4....	\$80 but less than \$90.....	56	.73
5....	\$90 but less than \$100.....	63	.82
6....	\$100 but less than \$110.....	70	.91
7....	\$110 and over.....	77	1.00

³ These were employees in units formerly represented by the Farm Equipment Division of the United Electrical, Radio and Machine Workers of America.

⁴ By letter of Jan. 16, 1959, the parties agreed not to use during the term of this agreement the early retirement provision permitting employees between ages 60 and 65 with 10 or more years' credited service to be retired at the option of the company or under mutually satisfactory conditions with an annuity of \$5 a month for each year of credited service.

⁵ In a letter dated Jan. 16, 1959, from the company and accepted by the union, it was agreed that there would be no future increases or changes in retirement benefits for employees already retired or retiring prior to any further changes in the pension plan.

⁶ Alternate benefit plan established for Indiana and Ohio employees laid off on or after Jan. 16, 1959 (by supplemental agreement of Jan. 16, 1959). A letter agreement, dated Jan. 16, 1959, provided for negotiations in the event of reduced State benefits. Weekly benefits to apply to employees otherwise eligible for regular supplemental benefit and for those alternate weeks in which an employee was eligible for State unemployment compensation but

did not apply for it. Benefits ranged from \$41 to \$63 depending on employee's base hourly rate (plus any cost-of-living allowance) and the number of withholding exemptions less any pay received by employee or pay that would have been due for work made available but not performed.

Credit units surrendered at twice the rate for regular benefits.

Alternative plan became inoperative when supplementation was permitted in Indiana, effective Mar. 16, 1959, and in Ohio, effective May 10, 1959.

⁷ Provision continued for reducing maximum funding in any year following a year in which average benefits were below \$20 a week. Maximum funding of the fund covering production and maintenance workers was adjusted to 60 percent for 1959. After the review in January 1960, maximum funding was adjusted to 80 percent. It remained at 80 percent after the January 1961 review. Maximum funding of the fund covering clerical and technical workers was set at 60 percent in 1959 and was adjusted to 40 percent in January 1960 and 80 percent in January 1961.

⁸ Separation pay plan for employees laid off from the Richmond Works in Indiana on or after Sept. 21, 1956, contained in a separate agreement.

⁹ Payments to be made in accordance with the following schedule:

Years of seniority	Number of hours' pay ^a	Years of seniority	Number of hours' pay ^a
2 but less than 3.....	40	17 but less than 18....	480
3 but less than 4.....	60	18 but less than 19....	525
4 but less than 5.....	80	19 but less than 20....	570
5 but less than 6.....	100	20 but less than 21....	620
6 but less than 7.....	125	21 but less than 22....	670
7 but less than 8.....	150	22 but less than 23....	720
8 but less than 9.....	175	23 but less than 24....	775
9 but less than 10.....	200	24 but less than 25....	830
10 but less than 11.....	230	25 but less than 26....	890
11 but less than 12.....	260	26 but less than 27....	950
12 but less than 13.....	290	27 but less than 28....	1,010
13 but less than 14.....	325	28 but less than 29....	1,070
14 but less than 15.....	360	29 but less than 30....	1,130
15 but less than 16.....	400	30 and over.....	1,200
16 but less than 17.....	440		

^a Base hourly rate (plus cost-of-living allowance in effect on last day worked).

¹⁰ Company could permit earlier application if prospects of reemployment did not warrant waiting.

Significant Decisions in Labor Cases*

Labor Relations

Supreme Court Decisions. In four decisions which will have a great impact on the maritime, building, and printing trades, the Supreme Court invalidated several doctrines developed by the National Labor Relations Board in recent years in its rulings on charges of unfair discrimination by unions. The Board rulings which the Court deemed unjustified under the law are: (1) that hiring hall agreements are illegal unless they contain certain prohibitions against discrimination specified by the NLRB; (2) that the Board can order a union to refund to all employees dues collected under an illegal hiring hall agreement even though it does not coerce any employee; (3) that a contract is illegal because it incorporates such of a union's general laws as "are not in conflict with Federal or State laws"; and (4) that a contract is illegal because it gives hiring authority to foremen who are members of the contracting union.

Refund of Union Dues. The Supreme Court held¹ that, in the absence of evidence that an illegal hiring agreement coerced any individual into joining or remaining in the union, an NLRB order that the union refund dues collected under the agreement was punitive and beyond the Board's power.

This case involved a company that had contracted with the Carpenters union to abide by its rules and regulations for the locality where the work was done and to hire only members of the union referred by the local which was a party to the contract. When the employer refused to hire two applicants from another local because they could not get the necessary referral cards, charges were filed with the NLRB on their behalf. The Board found that the agreement violated secs. 8(b)(1)(A) and 8(b)(2) of the Taft-Hartley

Act because it established closed shop preferential hiring conditions and ordered the contracting local union to refund certain fees collected from its members who were employed under the agreement. A Federal court of appeals enforced the order.

When the union appealed the decision on the refund provision of the Board's order, the Supreme Court reversed the court of appeals. The Court reasoned that there was no evidence that the agreement had coerced the union's members to pay fees or dues, and therefore no violation of section 8(b)(1)(A).

The Court pointed out that the provision for refund in this case followed the Board's rule in the *Brown-Olds* case,² in which the Board found a violation of the act's ban on the closed shop and ordered reimbursement to all employees of certain assessments collected by the union. Rejecting the position of the court of appeals and the Board that the *Virginia Electric* case³ applied here, the Court held that, since that case involved a company union, the return of dues was simply a means of disestablishing an unlawful union.

"The Board has broad discretion," the Court continued, "to adapt its remedies to the needs of particular situations so that the victims of discrimination may be treated fairly."⁴ . . . But the power of the Board "to command affirmative action is remedial, not punitive, and is to be exercised in aid of the Board's authority to restrain violations and as a means of removing or avoiding the consequences of violations [which] thwart the purposes of the act."⁵

The Court concluded: "Where no membership in the union was shown to be influenced or com-

*Prepared in the U.S. Department of Labor, Office of the Solicitor. The cases covered in this article represent a selection of the significant decisions believed to be of special interest. No attempt has been made to reflect all recent judicial and administrative developments in the field of labor law or to indicate the effect of particular decisions in jurisdictions in which contrary results may be reached based upon local statutory provisions, the existence of local precedents, or a different approach by the courts to the issue presented.

¹ *Local 80, United Brotherhood of Carpenters v. NLRB* (U.S. Sup. Ct., Apr. 17, 1961).

² 115 NLRB 594 (1956). See "NLRB's Brown-Olds Remedy for Illegal Hiring Arrangements," *Monthly Labor Review*, February 1959, pp. 157-159.

³ 319 U.S. 533 (1943). In this case, the Court had stated: "Here the Board, in the exercise of its informed discretion, has expressly determined that reimbursement in full of the checked-off dues is necessary to effectuate the policies of the act. . . . Such an order returns to the employees what has been taken from them [and restores to them] that truly unfettered freedom of choice which the act demands."

⁴ *Phelps Dodge Corp. v. NLRB*, 313 U.S. 177, 194 (1941).

⁵ *Consolidated Edison Co. v. NLRB*, 305 U.S. 197, 236 (1938).

pelled by reason of any unfair practice no consequences of violation are removed by the order compelling the union to return all dues and fees collected from the members; and no dissipation of the effects of the prohibited action is achieved. . . . The order in those circumstances becomes punitive and beyond the power of the Board.⁶ . . . As Judge Pope said in *Morrison-Knudsen Co. v. Labor Board*,⁷ reimbursing a lot of old-time union men by refunding their dues is not a remedial measure in the competence of the Board to impose, unless there is support in the evidence that their membership was induced, obtained, or retained in violation of the act."

Justice Harlan, in a concurring opinion in which Justice Stewart joined, although agreeing that the *Virginia Electric* case did not justify the Board's *Brown-Olds* remedy, stated: "This issue is not satisfactorily resolved by simply pointing out that there has been no showing of forced payment of dues an employee was unwilling to pay, for . . . the Board . . . is arguing that even a willing union member loses something when there is a violation of sec. 8(b)(2), namely the freedom of choice which the statute assures him . . . The Board should be denied the use of its *Brown-Olds* remedy in situations where, as here, it is not unlikely that a substantial number of employees were willing to pay dues for union membership because . . . the amount of dues or other exactions paid is not a tenable way of estimating the value a willing union member would place on his right to choose freely whether or not he would be or remain a union member—as it were, on his right to change his mind."

Justice Whittaker, in a dissenting opinion, found that the Board's refund order was within its power. He relied on the provision in sec. 10(c) of the act that when the Board finds an unfair labor practice, it "shall state its findings of fact and shall issue . . . an order requiring such person to cease and desist from such unfair labor practice, and to take such affirmative action . . . as will effectuate the policies of this act." He also held that nothing in the *Virginia Electric* case "appears to limit the Board's power of restitution to cases involving employer-dominated unions or to any other particular type of violation, but the power seems clearly . . . to be invocable in any appro-

priate case, in the informed discretion of the Board."⁸

Hiring Hall. The Supreme Court refused⁹ to hold invalid an exclusive hiring hall agreement that specifically prohibited discrimination based on union membership, notwithstanding the absence of the particular safeguards which the NLRB had laid down as requisites for legality.

In this case, a collective bargaining agreement between the Teamsters union and the California Trucking Associations provided that the employer would obtain casual employees through the hiring hall operated by the union. It also specified that the union would dispatch such workers solely on the basis of seniority, without regard to union membership. When a union member obtained casual employment with an employer who was a party to the agreement without being dispatched by the union, the union procured his discharge. For this, he filed charges against the union and the employer. The Board found that the hiring hall provision was unlawful per se and that, in effecting the discharge, the employer and the union had practiced coercion and discrimination in violation of the Taft-Hartley Act. The Board also ordered the union and the employer to refund to casual employees any union fees and dues paid in the period beginning 6 months before the employee's charges were filed. The court of appeals set aside the reimbursement portion of the Board's order, but by a divided vote, it upheld the ruling that the hiring hall was illegal per se.

The Supreme Court affirmed the judgment of the court of appeals with respect to the order of reimbursement, in line with its decision in the foregoing case. However, the Court reversed the decision with respect to hiring halls, holding that they are illegal only if they discriminate on the basis of union membership. It found that no such discrimination was shown in the present case and none could be inferred from the contract itself,

⁶ *Cf. Republic Steel Corp. v. Labor Board*, 311 U.S. 710 (1940).

⁷ 276 F.2d 63, 76.

⁸ The Court had stated that the Board has wide discretion in ordering affirmative action; its power is not limited to the illustrative example of permissible affirmative order, namely, reinstatement with or without back pay (*Phelps Dodge Corp. v. Labor Board*, 313 U.S. 177, 187-189). The particular means by which the effects of unfair labor practices are to be expunged are matters "for the Board, not the courts, to determine."

⁹ *Local 357, International Brotherhood of Teamsters v. NLRB* (U.S. Sup. Ct., Apr. 17, 1961).

with its protective clause. This ruling invalidated the Board's *Mountain Pacific* decision¹⁰ that a hiring hall agreement, despite the inclusion of a nondiscriminatory clause, was illegal unless it contained specific safeguards prescribed by the Board.

The Court pointed out that the Taft-Hartley Act did not outlaw the hiring hall, although it did outlaw the closed shop except within the limits prescribed in the provisos to sec. 8(a)(3). The Court cited the Senate report on that act as evidence of Senator Taft's views that "hiring halls are useful, that they are not illegal per se, that unions should be able to operate them so long as they are not used to create a closed shop."¹¹ The Court concluded: "The act deals with discrimination either by the employers or unions that encourages or discourages union membership. . . . [It] does not outlaw all encouragement or discouragement of membership in labor organizations; only such as is accomplished by discrimination is prohibited. . . . It may be that the very existence of the hiring hall encourages union membership. We may assume that it does. The very existence of the union has the same influence. . . . It is the 'true purpose' or 'real motive' in hiring or firing that constitutes the test. . . . Nothing is inferable from the present hiring-hall provision except that employer and union alike sought to route 'casual employees' through the union hiring hall and required a union member who circumvented it to adhere to it."

The Court asserted that even if hiring halls need more regulation than the act presently affords, "Congress has aimed its sanctions only at specific discriminatory practices, [and] the Board cannot go farther and establish a broader, more pervasive regulatory scheme. . . . Its power, so far as here relevant, is restricted to the elimination of discrimination."

Justice Clark, dissenting in part (with Justice Whittaker joining in part of the dissent), inter-

preted the word "discrimination" in sections 8(a)(3) and 8(b)(2) to include "not only distinctions contingent upon the presence or absence of union membership, . . . but all differences in treatment regardless of their basis." And he found, in this case: "Obviously, . . . the class applying to the hiring hall is itself divided into two groups treated differently—those cleared by the union and those who were not." He continued that the applicant's experience here was "infinitely more persuasive than the self-serving declaration of a union hiring hall agreement." The dissent concluded: "A contract, conditioning employment solely upon union referral, encourages membership in the union by that very distinction itself. As the Board expressed it in *Mountain Pacific*,¹² 'the very grant of work at all depends solely upon union sponsorship, and it is reasonable to infer that the arrangement displays and enhances the union's power and control over the employment status.'"

Hiring Authority of Union Foremen. The Supreme Court ruled¹³ that neither a grant of hiring authority to foremen who are union members nor the incorporation of those general laws of the union which are "not in conflict with Federal or State laws" renders a collective bargaining agreement illegal.

The agreement in this case contained a provision that "the general laws of the International Typographical Union . . . not in conflict with this contract or with Federal or State law shall govern relations between the parties on conditions not specifically enumerated herein." The union's general laws provided that "foremen or journeymen" should be "active members" of the union, that only union members should operate, maintain, and service any mailing machinery or equipment, and that no person should be eligible as a "learner" who was not a union member.

The contract limited mailroom employment to "journeymen and apprentices." It also provided that mailroom superintendents, foremen, and assistant foremen must be members of the union and that the foremen would do the hiring. The contract also provided that the foremen "shall be appointed and may be removed by the publishers" and that "the union shall not discipline the

¹⁰ 119 NLRB 883 (1958); see *Monthly Labor Review* 80, June 1958, pp. 643-644. The Board stated that a hiring hall arrangement, to be lawful, must contain protective provisions: (1) Selection of applicants for referral to jobs would not be based on or affected by union membership or regulations; (2) the employer would retain the right to reject any applicant referred by the union; and (3) the parties would post all provisions relating to the functioning of the hiring arrangement, including the two preceding safeguards.

¹¹ S. Rept. 1827, 81st Cong., 2d sess., pp. 13-14.

¹² *Supra*, at 895.

¹³ *NLRB v. News Syndicate Co., Inc.* (U.S. Sup. Ct., Apr. 17, 1961).

foremen for carrying out the instructions of the publisher . . . in accordance with this agreement."

When extra workers were needed in the mail room, the hiring practices gave first priority to "regular substitutes," who had passed a competency examination given by union officials and the mailroom foremen and who subsequently had joined the union. These were followed by "journeymen" who were union members regularly "shaping up" for other newspapers. Lowest priority was given to nonunion members without journeyman status who were called by seniority based on the date when they first "shaped" at the employing publisher.

The case arose when two men in this last category filed charges because hiring preference was given to workers with lower seniority from one or the other of the first two categories. Upon investigation, the Board concluded that the union and the publisher had violated secs. 8(b)(1)(A) and 8(b)(2) and 8(a)(1) and 8(a)(3), respectively, of the Taft-Hartley Act, by operating a closed shop and a preferential hiring system. The Board directed that all employees in the mailroom be reimbursed for dues and assessments paid to the union during the period beginning 6 months before the charges were acted upon.

When petitioned by the Board to enforce its order, the court of appeals refused¹⁴ but held that the finding of discrimination in one instance was in part supported by the record and allowed the Board, if it wished, to enter an order directed only to that instance. From this decision, the Board appealed.

The Supreme Court agreed with the court of appeals that the contract on its face was not unlawful even though foremen who were union members did the hiring. The Court's reasons were: (1) the contract did not require journeymen and apprentices to be union members; (2) its provisions made the foremen "solely the employers' agents"¹⁵; and (3) as the court of appeals found,¹⁶ "in the absence of provisions calling explicitly for illegal conduct, the contract cannot be held illegal because it failed affirmatively to disclaim all illegal objectives."

The Court also agreed with the court of appeals that the general laws provision of the contract was not unlawful per se. It reasoned that, since any rule or regulation of the union which permitted or required discrimination in favor of union em-

ployees would be at war with the act, it would be excluded from the contract under the proviso that only those laws which were not in conflict with Federal law were incorporated.

The Court noted that the Board did not "seriously challenge" the finding of the court of appeals that "the record does not warrant a finding that the hiring system in general, or the competency system in particular, by its discrimination against nonunion applicants, encouraged union membership."¹⁷ Instead, the Board relied chiefly on "the long history of ITU's use of the closed shop, the fact that foremen were union members, and the obscurity of the not in conflict clause of the agreement." Therefore, the Court concluded, "the reversal of the Board on the facts by the court of appeals was within the scope of review entrusted to it."

Justice Clark dissented on the ground that the inclusion in the agreement of the "general laws" and "foremen" clauses violated secs. 8(b)(1)(A) and (2) and secs. 8(a)(1) and (3).

Contract Incorporating Union's General Laws. The Supreme Court reversed¹⁸ a lower court's ruling that a strike for a contractual provision incorporating a union's general laws is illegal, but affirmed (by an equal division) its ruling that a strike for a clause that hiring be done by foremen who were union members violated secs. 8(b)(1)(B) and 8(b)(2) of the Taft-Hartley Act.

The contractual provisions involved here were essentially the same as those outlined in the preceding case. The union's insistence on the inclusion of the "foremen" and "general laws" clauses in a collective bargaining agreement led to a strike, whereupon the employers filed charges with the Board. It found that a demand for a contract that included those clauses was a refusal to bargain

¹⁴ 279 F. 2d 323 (1960).

¹⁵ Section 14(a) provides: "Nothing herein shall prohibit any individual employed as a supervisor from becoming or remaining a member of a labor organization, but no employer subject to this act shall be compelled to deem individuals defined herein as supervisors as employees for the purpose of any law, either national or local, relating to collective bargaining." Section 2(11) defines a "supervisor" as one "having authority, in the interest of the employer, to hire, . . . other employees."

As stated by Senator Taft, under these provisions even a union of foremen could be recognized by an employer, though no employer could be compelled to do so. S. Rep. No. 105, 80th Cong., 1st Sess., p. 5.

¹⁶ Supra, 279 F. 2d at 330 (1960).

¹⁷ 279 F. 2d at pp. 333-334.

¹⁸ *International Typographical Union, Locals 38 and 165 v. NLRB* (U.S. Sup. Ct., April 17, 1961).

collectively within the meaning of sec. 8(b)(3) of the Taft-Hartley Act; that striking to force acceptance of those clauses was an attempt to make the employers discriminate in favor of union members contrary to the command of sec. 8(b)(2) of the act, and that striking for the "foremen clause" restrained and coerced the employers in the selection of their representatives for the adjustment of grievances in violation of sec. 8(b)(1)(B) of the act. These findings were upheld by a court of appeals.

Citing its opinion in the preceding case, the Court reversed the lower court's judgment regarding the clause which incorporates the general laws of the parent union. As to whether the strike to obtain the foremen clause was permissible, the Court was equally divided and accordingly the lower court's judgment was affirmed.

NLRB Ruling on Hot Cargo. The National Labor Relations Board issued its first findings of violation of the new statutory ban against "hot cargo" provisions in collective bargaining contracts and strikes to obtain such agreements in cases involving locals of the Amalgamated Lithographers union in San Francisco and Miami. In the San Francisco case, the Board found struck-work, chain-shop, termination, trade-shop, and refusal-to-handle clauses all illegal.¹⁹ In the Miami case,²⁰ trade-shop and refusal-to-handle clauses were found illegal, but the struck-work, chain-shop, and right-to-terminate clauses, whose wording differed from those in the San Francisco case, were found legal.

¹⁹ *Amalgamated Lithographers of America and Local 17, and Employing Lithographers* (130 NLRB No. 102, Mar. 1, 1961).

Struck Work—Employer will not render assistance to any other lithographic employer any of whose plants is struck by local of international union and, accordingly, will not request any employee to handle any lithographic work produced by such employer.

Chain Shop—Employer will not request any employee to handle any work in any plant if, in another plant of any employer or of any subsidiary of such employer, any local is on strike.

Termination—If employer requests an employee to handle any such work, union has right to terminate contract forthwith.

Trade Shop—If employer requests any employee to handle lithographic work made in any shop that is not under contract with lithographers union and not authorized to use union label, union may reopen contract as to all terms and terminate it if no new agreement is reached. Union label must be affixed to all products.

Refusal To Handle—Employer agrees not to discharge or discipline any employee who refuses to handle any lithographic production work not made in union shop or in shop authorized to use union label, or who refuses to handle struck work.

²⁰ *Amalgamated Lithographers of America and Local 78, and Amalgamated Lithographers of America and Employing Lithographers of Greater Miami and Miami Post Co.* (130 NLRB 107, Mar. 1, 1961).

In the San Francisco case, when the union terminated a 2-year contract in the fall of 1959, it insisted that a new contract contain struck-work, chain-shop, termination, trade-shop, and refusal-to-handle clauses, but the employers association rejected the demand. Negotiations reached an impasse on November 20, 1959, and the union notified the association that the membership had voted not to work overtime unless the terms of a new contract were agreed upon within 3 days. The members did in fact refuse to work overtime during the month which elapsed before the union called a strike against members of the association. About 2 days before the strike began, the union had signed agreements with independent lithographic firms in the San Francisco area to extend their contracts retroactively to the scheduled expiration date.

Acting on the association's charges against the union, the NLRB Regional Director, pursuant to section 10(1) of the Taft-Hartley Act, instituted injunction proceedings, and the district court issued a decree against the union. About 2 weeks later, the association and the union agreed on a new contract and the strike ended. The charges were then referred to the Board for adjudication on their merits.

The NLRB held that the union had violated provisions written into the National Labor Relations Act in 1959 by refusing to work overtime and then striking to bring about insertion of contract clauses whereby employers would agree not to handle work from shops where the union did not have agreements or where the union was on strike or locked out. The clauses themselves violated section 8(e) of the amended act, which makes unlawful "any contract or agreement, express or implied" whereby an employer agrees not to handle the products of another employer or to cease doing business with any other person. And amended section 8(b)(4)(A) makes a strike to achieve such an agreement equally unlawful; a partial strike—in this case refusal to work overtime—is also illegal.

The Board found that the union's proposals had substantially the same effect as the admittedly now unlawful clauses in the 1957 contract which the union had terminated, and that they were no less effective in accomplishing the same objective. The Board rejected the union's contention that the new clauses were lawful because they did not

constitute an "agreement, promise, or commitment" to handle or not to handle the products of any other employer. The Board found, in light of "the hard facts, the circumstance that the word 'agree' is not used, or that a statement is made that no contract express or implied is intended, is meaningless."

In rejecting the union's attempt to justify its insistence on the disputed clauses on the basis of economic necessity, the Board reasoned: "Economic necessity cannot justify violation of the act. . . . Congress did except from the operation of section 8(e) certain contracts in the construction, apparel, and clothing industries, because of conditions peculiar to those industries. The fact that Congress mentioned only those industries in its exceptions indicates that Congress did not intend that any other industry be exempted from its operations, whatever its alleged special economic problems. Moreover, the right of reopening in the proposed clauses is absolute; it is not in any way limited to situations in which the solvency of the union's welfare or pension funds is jeopardized."

The Board also overruled the union's contention that the struck-work proposal merely embodied the "ally" doctrine. Instead, the Board said, it precluded the employer from doing not only "farmed out" work but also work customarily performed by the contracting employer for the struck employer.

In rejecting the union's defense of the termination clause on the ground that the contracting parties have a right to terminate their contractual relations for any reason whatsoever, the Board found that the "termination clause in this case is the sanction intended to insure that the contracting employer will not handle certain hot goods. As a component part of the implied agreement to achieve an illegal objective, it partakes of that illegality."

The Board found that one of the objects of the strike was to secure incorporation of the clauses in any new collective bargaining agreement, since an agreement was reached soon after the union was enjoined from entering into any agreement with such clauses. The Board also upheld the Trial Examiner's finding that the union violated sec. 8(e) in signing agreements with nonmembers of

the association to extend the 1957 contract with its admittedly illegal clauses.

In the Miami case, the Board found similar illegal inducement of striking and refusal to work overtime in order to force the inclusion of the disputed contract clauses. However, a majority of the Board ruled that the struck-work, chain-shop, and termination clauses in this case were valid under sec. 8(e).

With respect to the struck-work clause, the Board noted that it contained two parts: "A general statement that the contracting company will not render production assistance to any employer whose plant is struck by a local of the international, and an implementation clause which provides that in carrying out the above, employees shall not be required to handle any lithographic work 'farmed out' by such employer, other than work which the contracting employer has customarily performed for the struck employer. The general statement, if standing alone, would be unlawful because it embodies more than the 'ally' doctrine." However, the Board read the two clauses, the general with the particular, as embodying "nothing more than the 'ally' doctrine which has been sanctioned by the Board and the courts and which Congress clearly intended to preserve in enacting the 1959 amendment. As so construed, the 'struck-work' paragraph is lawful."

The chain-shop clause, the Board noted, recognized the right of employees to strike if employees in another lithographic plant "wholly owned and controlled by the company or commonly owned and controlled" are on strike or have been locked out. The Board cited its decision in a recent case²¹ that "where a dispute existed at one of three geographically separated plants of an employer, picketing at the plants where no dispute existed was lawful primary activity." The Board construed the chain-shop clause by saying that a strike at the plant of the contracting employer in sympathy with a strike at the plant of another company which is a separate legal entity is permitted, provided that the two legal entities, because of common control and ownership as the Board uses these terms, constitute a single

²¹ *International Brotherhood of Teamsters* (Alexander Warehouse & Sales Co.), 128 NLRB No. 105.

employer within the meaning of the act. Such a clause was therefore lawful.

The Board held that, as it had found the struck-work clause lawful, the right-to-terminate clause—intended to give the union a remedy for the breach of the former—was equally lawful.

On the trade-shop clause, the Board rejected the union's contentions that it was lawful since it contained neither an express nor an implied agreement not to use the products of another employer and sec. 8(e) only bans "express or implied" agreements. The Board pointed out that "Congress was intent upon outlawing 'hot cargo' clauses no matter how disguised. Probably no language can be explicit enough to reach in advance every possible subterfuge of resourceful parties. Nevertheless, we believe that in using the term 'implied' in sec. 8(e), Congress meant to reach every device which, fairly considered, is tantamount to an agreement that the contracting employer will not handle the products of another employer or cease doing business with another person."

The refusal-to-handle clause was also declared illegal because it was intended to implement not only the lawful chain shop clause but also the unlawful trade shop clause.

Citing its decision in the San Francisco case, the Board found that by refusing to work overtime and by striking for the purpose of forcing the inclusion of the trade-shop and refusal-to-handle clauses in a collective bargaining agreement, the union violated sections 8(b)(3) of the act.

Members Rodgers and Jenkins, who dissented in part, viewed the differences in wording of the Miami clauses from that of those in San Francisco as insufficient to render any of them lawful. They also disagreed that the proposed right-to-

terminate and refusal-to-handle clauses in the Miami case were legal insofar as they implemented the struck-work and chain-shop clauses.

The dissent reasoned that, as construed by the majority, the union's struck-work clause would extend the so-called "ally" doctrine far beyond precedents set by the Board or by the courts under which an otherwise neutral employer or person may become an ally of a struck employer only by undertaking, by arrangement with the struck employer, to perform work which would, but for the strike, have been performed by the striking employees themselves. Therefore, the dissent considered inaccurate the majority view that the clause in question embodied nothing more than the sanctioned ally doctrine.

The dissent also disagreed with the majority ruling that the wording of the chain-shop clause made it apply only to single employer situations. The dissent pointed out that common ownership and control—the descriptive language used in the clause—were not sufficient to warrant a finding of a single employer status, particularly where, as here, no minimum extent of common ownership and control was specified. A number of other factors must be taken into account; for example, the common general supervision, the centralized purchasing of supplies, and the integration of operations, and whether the plants involved were part of the same business entity.

The dissent concluded that "it would not rewrite the union's chain-shop clause for them so as to make it legal, but would construe it to mean what it says—that it would apply to all situations where common ownership and control exist irrespective of whether the involved entities constitute a single employer. As the clause thus seeks to permit activity proscribed by the act, we would find it unlawful."

Chronology of Recent Labor Events

April 3, 1961

R. H. MACY AND CO., INC., and Local 1-S of the Retail, Wholesale and Department Store Union agreed to a 2-year contract covering 8,500 employees in the New York City area and providing a \$5 weekly wage increase in two steps and higher minimum hiring rates, pension benefits, and life insurance. (See also p. 652 of this issue.)

April 7

TWO RIVAL UNIONS of bakery workers, the AFL-CIO American Bakery and Confectionery Workers and the independent Bakery and Confectionery Workers, jointly announced they had agreed to discontinue raiding and to hold discussions "exploring the possibility of merging." (See also p. 654 of this issue.)

April 11

THE U.S. Court of Appeals in New York City held, in *NLRB v. Katz*, that the employer's unilateral action to increase wages and change other conditions of work during contract negotiations did not in itself constitute an unfair labor practice within the meaning of the Taft-Hartley Act. Although such conduct may support an inference of bad-faith bargaining, the Board had made no such finding; rather, its decision rested on "an erroneous view that specific unilateral acts, regardless of bad faith, may constitute violation of sec. 8(a)(5)." Consequently, the court remanded the case to the Board.

April 13

THREE-YEAR EXTENSIONS of contracts affecting about 100,000 employees of pajama, shirt, and cotton garment manufacturers were announced by the Amalgamated Clothing Workers. The agreements called for increased employer contributions to insurance and retirement funds and improvements in health, welfare, and pension benefits, and permitted annual reopenings on wages and fringe benefits. (See also p. 650 of this issue.)

April 14

THE Upholsterers' International Union and the United Furniture Workers jointly announced a tentative agreement to terminate their longstanding feud, reportedly as a prelude to a mutual aid pact that would facilitate the organizing of workers in the furniture and allied industries. (See also p. 654 of this issue.)

April 15

THE Teamsters union and Motor Freight Carriers, Inc., representing 500 trucking companies in Massachusetts, Rhode Island, and Connecticut, agreed on a contract providing nine wage increases totaling 58 cents an hour over a 6-year period for 17,000 drivers plus any increases that the union may negotiate with Midwest trucking companies in 1964, when their contracts expire (Chron. item for Jan. 18, 1961, MLR, Mar. 1961). Other terms included the establishment of a cost-of-living escalator clause in 1963, improvements in vacation provisions, and increases in health and welfare insurance. (See also p. 652 of this issue.)

April 17

THE U.S. Supreme Court invalidated the NLRB's dues refund remedy for illegal hiring hall arrangements, as well as its hiring hall standards, in four companion cases, two of which also involved other issues:

1. In *Local 357, International Brotherhood of Teamsters v. NLRB*, the Court ruled that hiring hall agreements which prohibit discrimination based on union membership are legal and that the Board cannot insist that they include stipulated provisions.

2. In *Local 60, United Brotherhood of Carpenters v. NLRB*, the Court held if no employee is coerced by an illegal hiring hall agreement, the Board cannot order the refund to all employees of union fees collected thereunder.

3. In *NLRB v. News Syndicate Co., Inc.* (Chron. item for May 20, 1960, MLR, July 1960), the Court decided that a union contract is not illegal because it grants hiring authority to foremen who are union members or because it incorporates such of the union's general laws as are "not in conflict with Federal or State laws."

4. In *International Typographical Union, Locals 38 and 165 v. NLRB*, which involved a strike over the same two contract clauses, the Court held that a union can legally strike for the general laws clause but not for the foreman provision (on which the Court, by an equal division, left standing a lower court ruling). (See also pp. 644-645 of this issue.)

A NEW POSTAL UNION with 130,000 members, the United Federation of Postal Clerks (AFL-CIO), was formed in Washington, D.C., when the AFL-CIO National Federation of Post Office Clerks formally approved a merger with the unaffiliated United National Association of Post Office Craftsmen. (See also p. 655 of this issue.)

AFFIRMING the NLRB's first interpretation of the picketing provisions of the 1959 amendments to the Taft-Hartley Act (Chron. item for June 1, 1960, MLR, Aug. 1960), the U.S. Court of Appeals in New York City ruled that the amendments apply to peaceful picketing where it has the forbidden object of "forcing or requiring" recognition or organization; that the Board may limit to less than 30 days the "reasonable period" during which such picketing may be conducted without filing an election petition; that the union has no right to an expedited election when it does

not file an election petition within a reasonable period; and that the Board may use evidence relating to the period after it issues a complaint to find that picketing, including informational picketing, is illegal because it stops deliveries. The case was *NLRB v. Local 239, International Brotherhood of Teamsters*.

April 18

THE Amalgamated Clothing Workers notified President John F. Kennedy that it would comply with his request to call off a scheduled boycott of Japanese textile products adopted in "self-defense" against the refusal of Japanese manufacturers of coats and suits to voluntarily limit shipments to the United States. The President had said that the Government was studying the textile problem and cautioned that independent actions might bring retaliation against American goods abroad.

FOLLOWING the suspension by the International Transport-workers Federation of the Seafarers' International Union for supporting a wildcat strike of British seamen, the Seafarers and the International Longshoremen's Association, the Masters, Mates and Pilots, and the Marine Engineers Beneficial Association withdrew from the ITF. Two days later, after President Joseph Curran of the National Maritime Union said that the withdrawal may lead to the dissolution of the International Maritime Workers Union formed to organize "runaway" ships (Chron. item for Nov. 25, 1959, MLR, Jan. 1960), Seafarers' President Paul Hall indicated it would facilitate independent action by his union now that it is free from the federation's policy restrictions (Chron. item for Jan. 23, 1959, MLR, Mar. 1959).

On April 30, the Marine Engineers and the Masters, Mates and Pilots announced that they were opening a joint drive to organize officers on American-owned ships of foreign registry. (See also p. 654 of this issue.)

THE Firestone Tire and Rubber Co. and the United Rubber Workers, departing from industry practice, negotiated a master contract covering both wages and working conditions and differentiating between tire plant and other employees. The 2-year contract affected about 16,000 employees and provided hourly wage increases of 7.5 and 14.5 cents for nontire and tire production workers, respectively. An eighth paid holiday, liberalized vacations and supplemental unemployment benefits, and optional lump-sum separation pay were among the other terms of the contract. Three days earlier, Goodyear Tire and Rubber Co. and the URW had reached agreement on a 2-year contract affecting 20,000 workers, containing similar provisions on vacations, SUB, and separation pay. (See also p. 651 of this issue.)

April 19

SIX THOUSAND MEMBERS of the International Association of Machinists ended a 13-day strike by ratifying a contract with the California Metal Trades Association, representing 127 San Francisco Bay area metalworking shops. Pro-

visions included wage increases of 11-19 cents in two steps, a cost-of-living escalator clause, and improvements in health and welfare coverage. (See also p. 651 of this issue.)

April 23

THE Kohler Co., a plumbing fixture manufacturer of Kohler, Wis., announced that it would lengthen the work-week from 32 to 40 hours for strikers rehired under an NLRB order (Chron. item for Aug. 26, 1960, MLR, Oct. 1960), which is being appealed. Four days earlier, the Board had notified the company that full compliance with the order required full-time schedules for these workers even if this meant dismissal of their replacements.

April 24

DURING NEGOTIATIONS under a cost-of-living wage reopener of their existing contract (Chron. item for May 4, 1959, MLR, July 1959), the International Ladies' Garment Workers' Union and representatives of almost 1,200 jobbers, manufacturers, and contractors in the women's and children's coat and suit industry agreed to a 2-year contract extension providing a wage increase of 14 cents an hour starting June 12, affecting 45,000 employees. In return for the extension, the employers agreed to increase vacation, health, and retirement fund contributions. (See also p. 650 of this issue.)

April 28

NLRB CHAIRMAN Frank McCulloch announced that the Board would delegate decisionmaking authority in election cases to the Board's 28 regional directors, effective May 15, 1961. The Board, which decided almost 2,700 election cases in fiscal year 1960, will review only those regional decisions that are appealed because they (1) raise a substantial question of law or policy by either departing from established policy or establishing new policy; (2) clearly involve prejudicial error in a finding on a substantial factual issue or the manner in which the hearing was conducted; or (3) present compelling reasons for reconsidering an important Board rule or policy.

LOCAL 32-B of the Building Service Employees' International Union and the Realty Advisory Board on Labor Relations, representing owners of 1,400 apartment houses in New York City, agreed on a 3-year contract providing a total wage raise of \$7.50 a week and increases in fringe benefits for 15,000 elevator operators and service workers. (See also p. 653 of this issue.)

April 29

IN DETROIT, the United Auto Workers ended a special 3-day convention, which approved a flexible bargaining program, with emphasis on increased job security, for this year's negotiations in the automobile industry and called for legislative action as well. (See also pp. 611-613 of this issue.)

Developments in Industrial Relations*

Collective Bargaining

Automobile Workers. The United Automobile Workers met in Detroit April 27-29 to formulate collective bargaining demands for presentation in negotiations with major automobile producers this summer.¹ Delegates approved broad and flexible bargaining and legislative objectives designed to increase earnings and job security in the industry. But UAW President Walter P. Reuther said the industry's unemployment problem was so severe that its solution could not be found solely "by pure and simple unionism"; it required action "on the political and legislative fronts" as well.

Collective bargaining proposals included a shorter workweek, establishment of an automation fund to provide pay for retraining and relocation of workers; early retirement and improved pension and SUB provisions; additional holidays and longer vacations; full company payment (instead of one-half) of medical-hospital insurance; and improvements in the cost-of-living escalator and improvement factor formulas. The union's bargaining program also called for a labor-management committee to study ways to effect a gradual transition from an hourly rate to a salary system for production workers. Mr. Reuther characterized hourly wages as an "obsolete, economically unsound, [and] morally indefensible [system] . . . from which so much of our members' insecurity stems."

The union listed among its other objectives a provision under the wage and hour law for automatic reductions in the 40-hour workweek, with no loss in pay, when unemployment reached certain levels; establishment of a national planning agency to allocate resources according to needs; and both Federal and contract protection for workers displaced by plant closings.

Apparel and Leather Goods. Contracts affecting about 150,000 workers in the apparel trades were

signed during April. On April 13, the Amalgamated Clothing Workers of America announced it had agreed with manufacturers of shirts, pajamas, and other cotton garments to 3-year supplemental contracts covering 100,000 workers throughout the Nation. Although the extended contracts did not provide for any general wage increase, they called for additional employer payments to the insurance and retirement funds—increased from 5½ to 6 percent of weekly payrolls—effective June 1, 1961 (when the previous 3-year agreements were due to expire). Health and welfare benefit improvements included increases in the hospitalization allowance (from \$11 to \$15 daily), maternity benefits (from \$50 to \$100), and death benefits (from \$500 to \$1,000). These increases apply to employees only—no change was made in dependents' benefits. Pensions, excluding social security, were raised from \$42.50 to \$47.50 per month. The agreements may be reopened annually on wages and fringe benefits. The latest general wage increase, on August 31, 1959, amounted to 7½ cents an hour.²

The International Ladies' Garment Workers' Union and employers representing almost 1,200 manufacturers, contractors, and jobbers in the women's and children's coat and suit industry on April 24 agreed to a 2-year contract extension. The settlement, affecting about 45,000 workers in New York, New Jersey, Pennsylvania, and Connecticut, calls for an average 14-cent-an-hour wage increase, effective June 12, 1961. It was the first general wage increase for these workers since December 1957. Negotiations were originally limited only to wages in accordance with a cost-of-living wage reopener under the existing 3-year contract, which was due to expire May 31, 1962.³ In return for extending this contract 2 more years, however, the employers agreed to increase their contributions to the retirement and health and vacation funds. Effective June 5, they were to pay 6 percent of payrolls to the retirement fund (instead of 5½ percent) and 4½ percent to the health and vacation fund (instead of 4 percent). Poor business conditions and a large volume of retirement applications had recently forced the

*Prepared in the Division of Wages and Industrial Relations, Bureau of Labor Statistics, on the basis of currently available published material.

¹ For details of the convention, see pp. 611-613 of this issue.

² See *Monthly Labor Review*, July 1960, p. 797.

³ *Ibid.*

pension fund to delay retirement of about 200 eligible workers.

Most workers in the ladies' handbag industry in the New York metropolitan area received a \$3-a-week pay increase to compensate for changes in the cost of living under a decision handed down in mid-April by the industry's impartial chairman. The increase—which followed a stalemate in negotiations between Local 1 of the International Leather Goods, Plastic and Novelty Workers' Union and the New York Industrial Council of the National Authority for the Ladies' Handbag Industry—was to go into effect on June 1, 1961, and applied to all workers except pieceworkers earning \$90 a week or more. (The increase to pieceworkers receiving less than \$90 weekly shall not raise their salaries above this level.) The decision eliminated a \$2-a-week raise scheduled under June 1959 contract⁴ for September 8, 1961; the 1959 agreement also permitted the cost-of-living wage reopening which led to the current decision. The award applies directly to employees of about 125 shops represented by the association and will probably set the pattern for employees of about 275 other handbag, leather-goods, and novelty goods firms that have separate contracts with the local. About 10,000 workers in the metropolitan area are employed in the industry.

Rubber. The Goodyear Tire and Rubber Co. and the United Rubber Workers agreed on April 15 to a 2-year working conditions contract for about 20,000 employees in 11 plants. The supplemental unemployment benefit plan was liberalized to provide a \$5 weekly increase in the maximum payments, and the maximum benefit period was temporarily extended to 39 instead of 26 weeks (in line with the Temporary Extended Unemployment Compensation Act of 1961⁵). An optional lump-sum separation pay plan providing benefits for employees with 5 years' seniority laid off for at least 2 years was added to the SUB agreement. (They may choose instead to continue on layoff status with seniority rights upon recall.) Benefits range from 2 to 3 percent of total earnings, depending on years of continuous service, less any SUB received subsequent to an employee's last

layoff. Eligibility requirements for 3 and 4 weeks' vacation were reduced to 10 and 22 years' service, respectively, from 11 and 25 years. During the negotiations, the union had pressed for establishment of an automation fund, but a joint announcement issued by the parties said only that "certain special provisions" had been provided relating to job loss because of automation. Wage rates, pensions, and insurance benefits were not an issue in the negotiations.

In a departure from industry bargaining practices, the Firestone Tire and Rubber Co. and the URW agreed on April 18 to a 2-year contract covering both working conditions and wages. Typically, wages have been negotiated separately each summer, under reopening provisions. The Firestone contract—to run until April 20, 1963—affects about 16,000 workers and, for the first time, provided different wage increases at tire and nontire plants. Effective June 5, 1961, employees at five tire plants will receive 7½-cent hourly pay raises and employees at three nontire plants will receive 3½ cents; the union said straight-time earnings averaged \$3.01 an hour before the increase. Raises of 7 and 4 cents an hour, respectively, are scheduled for June 11, 1962. Smaller increases in nontire plants had been pressed by management because of disproportionately high wage costs and foreign competition. Early in May, Goodyear and the Rubber Workers agreed on the same wage increases negotiated at Firestone.

In addition to wage increases, the Firestone agreement called for an eighth paid holiday, the day to be determined at the plant level. Other contract improvements were similar to the Goodyear settlement, including those in SUB, optional lump-sum separation pay, and vacation eligibility.

Other Manufacturing. A 13-day strike by 7,000 members of the International Association of Machinists against 127 San Francisco Bay area metal-working shops, represented by the California Metal Trades Association, ended on April 19 when the workers ratified a new contract. The settlement provided wage increases of 6 to 10 cents an hour retroactive to April 1, 1961, and 5 to 9 cents more a year later. According to the union, the raises apply to hourly rates ranging from \$2.26 to \$2.95. A cost-of-living escalator clause, discontinued in June 1959 under the previous agreement, is to be reestablished in October 1962, but with any in-

⁴ See *Monthly Labor Review*, September 1959, p. 1029.

⁵ See *Monthly Labor Review*, May 1961, p. 533.

crease limited to 3 cents an hour. Improvements in health and welfare coverage were also provided.

The Oil, Chemical and Atomic Workers International Union ratified, on April 11, 2-year contracts with E. R. Squibb & Sons, a division of Olin Mathieson Chemical Corp. The settlements, affecting more than 2,000 workers at plants in Brooklyn, N.Y., and New Brunswick, N.J., provide 4-percent wage increases (ranging from 8 to 12 cents an hour) effective May 1, 1961, and 2½ percent more (5 to 8 cents) on March 1, 1962. Other contract changes included improved disability retirement benefits and extension of Blue Cross-Blue Shield coverage to employees retired since January 1, 1956. (A proviso stipulates that coverage of the latter benefit is to be offset by any comparable benefits provided by Federal legislation.)

Trade. Agreement upon a 2-year contract providing general wage increases totaling \$5 a week averted a threatened strike by 8,500 employees of R. H. Macy and Co., Inc., in New York City. The settlement—ratified on April 3 by members of the Retail, Wholesale and Department Store Union—calls for a \$3-a-week wage increase retroactive to February 1, and \$2 more on October 1, 1961. The union indicated that wages under the old contract had averaged \$72 a week. The minimum hiring rate was increased by \$4, to \$50 weekly, and is to go up to \$52 in 1962. Pension benefits for employees retiring at age 65 were raised from \$35 to \$50 monthly for those with 25 years' service and to \$55 for those with 30 years' service. The minimum life insurance was raised to \$1,500 for active employees (from \$1,000), and a \$1,000 policy was established for retirees. In addition, the agreement established a company-paid retraining program for employees whose jobs are eliminated by the introduction of machinery or mechanical devices. The period of training is limited to the number of weeks of severance allowance to which an employee might otherwise be entitled and applies to those workers who, in the company's opinion, exhibit the "capability or potential for such training" required to perform any equal or lower paying jobs.

Members of the Retail Clerks International Association in late March ratified a 30-month contract with the American Stores Co. (Acme food markets) providing wage increases and improved

fringe benefits for 3,500 workers in northern New Jersey and in Staten Island, Long Island, and Middletown, N.Y. Retroactive to March 5, 1961, wages were raised by \$5 weekly for employees receiving contract scales and by \$4 for those paid above contract minimums. Additional raises are scheduled for November 1962. Other contract improvements include an eighth paid holiday (Easter Monday) effective in 1962, liberalized health and welfare benefits effective this year, and in the final year of the contract, a 5-cent-an-hour company payment to a jointly administered pension program.

Transportation. The Teamsters union and Motor Freight Carriers, Inc., (representing trucking companies in Massachusetts, Rhode Island, and Connecticut) reached agreement on April 15 on a contract for 17,000 drivers providing wage increases totaling at least 58 cents an hour over a 6-year period, plus possible further wage increases and improvements in fringe benefits. In each of the first 3 years, wage rates are to advance in both April and October, with a total of 15 cents this year, 13 cents in 1962, and 15 cents in 1963. In 1964-66, raises of 5 cents an hour are scheduled for October of each year, in addition to whatever increases for those years the union may negotiate with Midwest trucking firms when their contracts expire in January 1964.⁶ A cost-of-living escalator clause was established, to become effective June 1, 1963. Vacation improvements included 2 weeks' vacation in 1961 after 4 instead of 5 years' service, and beginning in 1962, after 3 years' service. Employers will also pay an additional 5 cents a man-hour to the health and welfare fund, effective next October 1.

A contract providing wage increases and establishing a comprehensive health and welfare plan for 4,500 unlicensed seamen employed by 22 Great Lakes shipping companies was ratified on April 5 by members of the Seafarers' International Union. The agreement called for wage increases of 6 cents an hour for rated seamen and 4 cents for unrated personnel, retroactive to March 1, 1961. The health and welfare program, effective April 1, 1961, was to be financed by employer contributions of 95 cents a day for each crewman. It included \$56 weekly sickness and accident benefits for up

⁶ See *Monthly Labor Review*, March 1961, p. 298.

to 26 weeks and a \$4,000 life insurance policy for seamen, and for their dependents, a maximum of 120 days' hospitalization, \$300 surgical allowance and payment for hospital extras. (Seamen receive free medical and surgical care in Marine hospitals and out-patient clinics operated by the Public Health Service under United States maritime law.) The contract also stipulated that when a vessel is withdrawn from service during the shipping season, the crew is to be assigned, on the basis of seniority, to other ships in the company's fleet.

Other Industries. A new 3-year contract covering 15,000 elevator operators and service workers in New York City represented by Local 32-B of the Building Service Employees' International Union, was reached on April 28 with the Realty Advisory Board on Labor Relations (representing owners of 1,400 apartment houses in Manhattan and Queens). The pact provided wage increases totaling \$7.50 a week: \$3 retroactive to April 21, \$2 more a year later, and the final installment of \$2.50 on April 21, 1963. Existing pay rates were said to range from \$64.25 to \$72.87 a week. Fringe benefits included establishment of a severance pay program for workers displaced by automation, a new sick pay plan (effective in 1962), and increased employer contributions to the union's welfare fund. The increases in welfare contributions—from \$132 to \$203 a year for each employee in two steps—were designed to maintain existing benefit levels and to provide additional benefits in 1963.

The Builders Association of Chicago and the Hod Carriers', Building and Common Laborers' Union on April 19 announced agreement upon a 2-year contract for 16,000 building construction laborers. The agreement provided a wage increase of 20 cents an hour, effective June 30, 1961, bringing their scale to \$3.225 an hour.

Minimum Wage

The Congress on May 3 passed a bill to raise the Federal minimum wage and to extend its coverage to 3,624,000 workers not previously protected. The measure was signed by President Kennedy on May 5. For workers already covered by the Fair Labor Standards Act, the hourly

minimum is to be raised from \$1 to \$1.15 beginning this September and to \$1.25 in September 1963. For newly affected workers, a \$1 hourly minimum will go into effect this September, with increases to \$1.15 in September 1964 and to \$1.25 a year later. For most of these workers, overtime pay at 1½ times the regular rate will be required after 44 hours a week beginning in September 1963, after 42 hours a year later, and after 40 hours in 1965.

It was estimated that about 1,906,000 workers currently covered would receive increases to \$1.15 an hour this year and 663,000 of those covered for the first time would be in line for increases to \$1 an hour.

The extended coverage applies to an estimated 2.1 million employees of retail trade firms with gross annual sales of \$1 million or more (exempting those component establishments, e.g., a chain outlet, whose annual sales are less than \$250,000) and purchasing annually outside the State at least \$250,000 in merchandise, and to about 1 million construction workers of companies doing at least \$350,000 annual business. Large gasoline stations, local transit firms, seafood processing companies, seamen on American-flag vessels, small telephone systems, and some wholesalers—their inclusion depending on specified dollar volumes of annual transactions—must also pay the minimum for the first time.

The amended act removed from coverage an estimated 16,000 to 25,000 workers in such categories as cotton ginning, tobacco processing, country elevators, and fruit and vegetable hauling.

Interunion Relationships

Leaders of 30 unions affiliated with the AFL-CIO Industrial Union Department met informally in New York City on April 13 to discuss their dissatisfaction over the Federation's alleged ineffectiveness in halting longstanding internal conflicts. It was reported that their chief grievance was the failure to follow through on a resolution adopted at the 1959 AFL-CIO convention⁷ calling for a special convention to consider a proposed procedure, including binding arbitration, for settling interunion disputes (particularly over construction and maintenance jobs at industrial plants). A committee of the caucus was chosen to present the grievances to Federation President

⁷ See *Monthly Labor Review*, November 1959, p. 1208.

George Meany. When the committee met with Mr. Meany on April 24, he gave assurances that all their complaints would be investigated. He was reported to have indicated, however, that he did not think it useful to call a special convention because he was convinced that a formula for adjusting disputes would not win general support.

Four maritime unions announced on April 18 that they had withdrawn from the International Transportworkers Federation in protest over its suspension of the Seafarers' International Union. The Federation had suspended the SIU on April 13 because the SIU's Canadian District had continued to support a wildcat strike by British seamen in 1959 despite a warning from the ITF's Executive Committee to cease interfering in the domestic affairs of the National Union of Seamen of Great Britain. Siding with the SIU in the withdrawal were the International Longshoremen's Association, the Marine Engineers' Beneficial Association, and the Masters, Mates and Pilots Organization.

Joseph Curran, president of the National Maritime Union and a member of the ITF Executive Committee, said the secession could weaken the position of American unions in their fight against ships flying "flags of convenience" because of the lack of Federation backing. He also indicated it could result in the dissolution of the International Maritime Workers Union, formed jointly by the NMU and the SIU in 1959 to organize seamen on such ships.⁸ SIU President Paul Hall retorted that the union's withdrawal from the ITF would enhance its own role in organizing "runaway" shipping since it was no longer bound by the ITF's policy restrictions. The conflict deepened when the NMU charged that the SIU had signed a "sweetheart agreement" with an inland waterway barge operator that permitted the carrier to cut down on its towboat manning scales.

Officials of the two officers' unions—the MEBA and the MMP—on April 30, announced they had been "exploring the possibility of a merger," and that together they were opening an organizing drive for deck and engine-department officers of foreign flag ships. (The American maritime unions' drive to organize such shipping had hitherto been limited to unlicensed seamen.)

Another unity move involved the Upholsterers' International Union and the United Furniture Workers of America, which announced on April 14 that they had reached tentative accord toward

ending jurisdictional conflicts. Details were not announced, but the agreement apparently included a pledge not to resort to raiding or litigation. The unions' presidents expressed the hope that talks would lead to a mutual assistance pact for organizing purposes. The two unions, which split in 1951, have a combined membership of more than 100,000 workers.

An additional reunification move was made by the General Executive Board of the Bakery and Confectionery Workers International Union (Ind.) on April 7 in approving a Memorandum of Agreement with the AFL-CIO American Bakery and Confectionery Workers. Their agreement followed the suspension of BCW President James G. Cross and Secretary-Treasurer Peter H. Olson in March on charges of misappropriating union funds.⁹ Cross had also figured prominently in the AFL-CIO's expulsion of the BCW on findings of corrupt domination in December 1957, when the Federation chartered the rival ABCW. The agreement between the BCW-ABCW calls for (1) the immediate cessation of all competing organizing campaigns; (2) withdrawal of all pending election petitions seeking bargaining rights now held by the other; (3) a pledge not to initiate further campaigns or file new election petitions against each other; (4) settlement of all pending litigation "in an orderly fashion"; and (5) initiation of meetings and discussions to explore "the possibility of merging into a single international union representing all bakery and confectionery workers." The truce became effective upon signature, subject to cancellation on 30 days' notice by either party.

The possibility of still another alliance occupied the Interunion Working Committee, representing nine printing, paper, and related trade unions,¹⁰ when it met in Washington on April 11 and 12, for the second time in 6 weeks. The group is an adjunct of the Presidents' Committee of the Allied Printing and Related Trades—an organization formed in 1960 to coordinate activities and explore plans for a federation of all unions in the publishing field.

⁸ See *Monthly Labor Review*, January 1960, p. 68.

⁹ See *Monthly Labor Review*, May 1961, p. 537.

¹⁰ The Amalgamated Lithographers, the American Newspaper Guild, the International Brotherhood of Bookbinders, the International Photo Engravers Union, the International Plate Printers', Die Stammers' and Engravers' Union, the International Printing Pressmen and Assistants' Union, the International Stereotypers' and Electrotypers' Union, the International Typographical Union, and the United Papermakers and Paperworkers.

Two unions of about 130,000 postal workers formally merged into the United Federation of Postal Clerks in April. The merger was consummated when members of the National Federation of Post Office Clerks, an AFL-CIO affiliate, ratified the agreement on April 17; the other union, the unaffiliated United National Association of Post Office Craftsmen, had approved the merger earlier. The top officers of the Post Office Clerks were elected to the same positions in the new union, which has an AFL-CIO charter. A third union, the National Postal Transport Association, is to refer the matter to a referendum this summer. The agreement to merge the three unions had been drawn up this past January.¹¹

Presidential Committees

The first meeting of the President's Committee on Equal Employment Opportunity, named in March by President Kennedy, was held on April 11, 1961. Among the cases to be investigated by the group—formed to prevent discrimination in Government employment and in private employment under Government contracts—was a complaint by the National Association for the Ad-

vancement of Colored People that the Lockheed Aircraft Corp. discriminated against Negroes at its Marietta, Ga., plant. Vice President Lyndon B. Johnson and Secretary of Labor Arthur J. Goldberg serve as chairman and vice chairman, respectively.

The President's Advisory Committee on Labor Management Policy, at its second meeting on May 1 discussed measures necessary to avoid "significant and lasting unemployment" of workers who lose their jobs because of changing technology. A statement issued by the committee declared that "technological change and automation must be recognized as essential to increasing the efficiency and growth rate of the economy." The best assurance against unemployment, including that caused by automation, it said, was "the achievement of general prosperity and the highest practicable rate of overall economic growth." The committee called for the development of "broad new retraining programs" and for "serious study in the development of both Government and private collective bargaining policy, of ways to permit [greater labor mobility] with due recognition for the economic costs of moving and of retraining, the value of employee rights which have accumulated with service . . . and the human factors involved."

¹¹ See *Monthly Labor Review*, March 1961, p. 291.

Book Reviews and Notes

EDITOR'S NOTE.—*Listing of a publication in this section is for record and reference only and does not constitute an endorsement of point of view or advocacy of use.*

Special Reviews

Potentials of the American Economy: Selected Essays of Sumner H. Slichter. Edited by John T. Dunlop. Cambridge, Mass., Harvard University Press, 1961. xxiv, 467 pp., bibliography. \$7.50.

It is almost superfluous to review the collected writings of the late Sumner Slichter. Most of the contributions are already well known, while their high quality speaks for itself. Beyond calling public attention to the appearance of this valuable new book, probably the chief purpose of a review is to point to the collection as impressive evidence of the range and subtlety of Slichter's intellect and the essentially moral character of his outlook. Edward Mason could detect in him "the embodiment of that sturdy Huguenot individualism and the propensity to dissent so obviously a characteristic of his ancestors." This aptly depicts the personality of the man.

He neither suffered fools gladly nor tolerated nonsense in any area of his interests. Unhampered by an explicit formal system or a model and uninhibited by narrow notions of what is "economics," Slichter was essentially problem minded. The problems to which he gave his attention were among the important ones of his time. His metier lay in his remarkable capacity for gathering and organizing the facts, subjecting them to economic analysis, and making the results relevant as a guide to judgment and to action. As such he was perhaps the most eminent member of a now—regrettably—diminishing group of American economists.

Probably the most pervasive and enduring interest that Slichter had was how to make a free society work with acceptable justice and tolerable economic efficiency for all. This concern infused

all of his diverse work and provided him with an integrity of scholarly purpose. It appears as early as 1920, in "Industrial Morale," where he asked how workers could be induced to extend more cooperation to management, indicated how management had damaged morale by bad wage and personnel policies, and recommended joint control of industry by labor and management "on a somewhat equal basis." In "The Changing Character of American Industrial Relations" (1939), he was already urging management to plan technological changes well ahead, introducing them gradually. Unions and management should work together to set a realistic price for labor and to cut costs in order that unemployment and make-work policies could be avoided. He thought that unions failed to look far enough ahead, that they assumed a demand for labor more inelastic than it actually was and concentrated too much upon promoting the interests of surviving majorities. Opportunities had to be kept open if industrial democracy was not to swamp its political counterpart.

Again in 1947, in "Trade Unions in a Free Society," he addressed himself to these issues, centering upon problems of conflict, abuses of power, and the balance of sectional and community interests. Even then he was urging statutory reforms of internal union government, largely along the lines of the Labor-Management Reporting and Disclosure Act. Neglect of common interests by sectional groups now seemed to him "the most pressing economic problem of the age." Experience gained in negotiations and from the economic consequences of agreements would be of some value but, like competitive market restraints, would be too weak by itself. The way out, he thought at the time, was to strengthen the hand of the national federation in the making of wage policy.

Returning to a theme he had been putting forward for two decades, Slichter wrote in "New Goals for the Unions" (1958) that the country needed a strong labor movement to provide balance and moderation in policy and that, by introducing civil rights and joint wage setting, the unions had proved a great instrument for progress and reform in American society. By pointing out the constructive potentials of collective bargaining in innumerable speeches over the years before bankers, accountants, and manufacturers, he did much to bring about a change in

management views. "New Goals" reveals no loss of faith on Slichter's part, but it does betray an increasing concern over the clash of sectional with community interests. Noting that the unions had suffered "a great loss of prestige and moral influence" and were now narrowly preoccupied with simply getting more for those "who already had so much," Slichter now thought there was a real need for redirecting the market power of the unions. This, of course, links up to his wage-push argument, which he began putting forward in 1948 and which had developed into a well-rounded formulation by 1954 in "Do the Wage-Fixing Arrangements in the American Labor Market Have an Inflationary Bias?"

In "New Goals" and elsewhere, Slichter rejected monetary restraint because he thought it would compel excessive unemployment and retard growth. The breakup of national union organizations into "enterprise" unions was also no solution. Management could do more at the plant level, controlling costs by more efficient organization of work, while public opinion (now dormant but if aroused) could exert restraint against inflationary settlements. However, he viewed the main problem in much the same way as in 1920: How to substitute cooperation for conflict in the plant so that unionism could be turned to new purposes. The solution, he believed, lay in measures such as the Scanlon plan, which could provide the necessary incentives for cost cutting to the workers and the union.

In his papers on economic policy, Slichter again showed himself as a problem solver, inspired by emerging issues, always concerned with the long run, and always responsible in his judgments. Once more his intellectual honesty, his courage, and his ability to bring forth a fresh and independent view are all consistently evident.

In the depths of 1932, he declared in "The Immediate Unemployment Problem" that "an enormous amount of nonsense has been talked on [the balanced budget] . . . during the last year." A deficit was needed, but if allowed to become too large, it would depress business borrowing. In "Safeguards Against Depression" (1937), he saw increased research as the way to more profits and increased profits as essential to recovery. Contracyclical deficit spending was desirable and could be effected most easily and effectively by supplementing the unemployment compensation funds.

General wage cuts were bad policy, but selective ones were needed.

Slichter's independence and his capacity to marshal data to make his points are nowhere better displayed than in his appraisal of the New Deal, "The Conditions of Expansion," which was his presidential address to the American Economic Association in 1941. While he approved much that had been done in the thirties, he rejected emphatically the notion of secular stagnation. The trouble lay in a bad banking system and in government attitudes and policies, especially taxes, that obstructed risk-taking and innovation, mainly by reducing profits. In the enduring competition "between the old and the new," too often government had put itself on the side of vested interests. "Never have the rewards of a broad view of common interests been more attractive. Never has the folly of narrowly pressing special claims been greater."

If further evidence is needed to show Slichter's ability to think for himself, exhibits are readily at hand. In "Postwar Boom or Collapse," in 1942, he was already saying that the prospects were for a great expansion of demand after the end of the conflict. In "The Financial Condition of the United States" (1958), he pointed directly at Federal Reserve Board policy for making the recession worse, voicing flatly his disagreement with Chairman Martin's proposal to amend the Employment Act to compel fiscal-monetary restraint with any rise in the cost-of-living index. Within a year, he was on record favoring repeal of the 4.25-percent ceiling on long-term Government issues ("Inflation—A Problem of Shrinking Importance") and condemning agricultural price supports as "one of the most ridiculous ventures ever undertaken by any government anywhere . . ." ("Current Trends, Problems, and Prospects in the American Economy").

No more need be said. Sumner Slichter lived and worked in the great tradition of his profession—independence and rectitude of judgment, respect for the facts, dedication to analytical craftsmanship, and a profound and enduring concern for the welfare of a free society. The country and the profession alike never had greater need for these values than they do today.

—GEORGE H. HILDEBRAND
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Wage Behavior in the Postwar Period—An Empirical Analysis. By William G. Bowen. Princeton, N.J., Princeton University, Industrial Relations Section, 1960. 137 pp. (Research Report Series, 100.) \$3.

Dr. Bowen's monograph is an extension of his *Wage-Price Issue*, which explored the theory of wage behavior. In this study, some of the theory is tested by the actual behavior of wages. For his ability to convert statistical findings into simple, understandable, and highly readable prose, Dr. Bowen must be accorded a high place among his peers of the economic fraternity. For all economists, regardless of primary subject matter interest, whose major preoccupation is precisely with this type of conversion, *Wage Behavior in the Postwar Period* is a model of clarity well worth reading.

More is to be gained from a reading, however, than prose appreciation. Specifically, valuable guides to the relationship between inflation and the magnitude of wage adjustments have been uncovered by statistical and economic explorations which take account of such factors as unemployment, unionization, profits, and degree of concentration. The method of study consisted of a detailed analysis of wage and employment behavior in manufacturing during two sets of six time periods, each representing different levels of economic activity between 1947 and 1959. The focus of the study is "to analyze in some detail the actual behavior of money wages in the United States during the postwar years and to spell out the implications of this pattern of wage behavior for monetary and fiscal policies." Although the dilemma posed by the twin goals of price stability and full employment might be attacked from several positions, Bowen recommends that public policy rely mainly on the traditional tools in the hands of monetary-fiscal authorities.

Some of the principal conclusions from the study which such authorities might consider are: (a) There is a general relationship between the level of unemployment and the rate at which money wages increase—but there is no significant *shortrun* relationship; (b) The relationship is too "loose" to permit prediction of the size of a wage increase associated with a rate of unemployment; (c) The general relationships hold remarkably well for all types of manufacturing industries; and (d) Profits were much more consistently related to wage ad-

justments than change in employment, degree of concentration, or unionization (although the latter two factors are highly correlated with profits). One of the more interesting conclusions deduced from the data is that unionization has more of a positive effect on industry wages in prosperity periods than in recessions.

The conclusions drawn follow from the available data and the analysis thereof. However, a small nagging question concerning the effects of the exclusion of "fringe benefits" remains. The study's assumption is that if "fringes" had been included in the wage data, the quantitative difference between prosperity and recession periods would be reduced. But during recession periods, if unions emphasize fringes in lieu of large wage increases and employers more readily accept deferred type payments, then the cyclical differences in the effect of unionization on wages may well be erased. The question raised is not documented, but the growth and level of supplementary wage payments during the postwar years should not be ignored.

—NORMAN J. SAMUELS

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Communism and the General Strike. By Wilfrid H. Crook. Hamden, Conn., The Shoe String Press, Inc., 1960. 483 pp., bibliography. \$8.75.

Wilfrid H. Crook, emeritus professor of economics, Colgate University, has been the outstanding authority on the general strike for more than 30 years. His study, *The General Strike*, published in 1931, has retained its preeminent position despite the extensive literature on industrial relations and strikes which has appeared in the period after World War II. His present study, *Communism and the General Strike*, is broader than its title suggests. It deals with the role of the Communist Party as instigator or opportunist participant in general strikes, but in addition, it provides a distillation of Dr. Crook's continuing observation and analysis of the occurrence of general strikes in varied climes and changing times. The theory implicit in his earlier empirical treatment becomes the essence of the present study.

The review of the past 30 years has produced a substantial and impressive list of general strikes throughout the world. These are strikes involving the sympathetic cessation of work by a majority of the workers in key industries in a locality or region. In attempting to provide a "morphology" of the general strike, the author suggests that such strikes can be grouped into economic, political, and revolutionary classes, respectively. Originally conceived of as a revolutionary tactic to be utilized only as a last resort, the proliferation of strikes smacking of efforts at complete or near paralysis of a local or broader community reflects the changed position of the labor movement in the free world and the role of the Communist Party. The economic strike begins with specific grievances against employers and may turn into a sympathetic expression directed against governmental actions charged as being unfair, as in Rochester, N.Y. and Oakland, Calif., in 1946. The political general strike is distinguished from the revolutionary strike: political relief is sought either in obtaining the suffrage or economic adjustments, as in Belgium on several occasions, but not the overturn of the regime. The revolutionary strike, as in Russia in 1905 and 1917 and the Hungarian effort in 1956, challenges the existing government. The role of the Communists in participating in and in calling general strikes of short or more prolonged durations has served to obscure the task of classification, since the ultimate aim is always revolutionary, whatever the immediate stated purpose.

The author's empirical analysis finds little chance of success in the general strike tactic. However, he finds a ray of democratic hope in the manner in which the general strike tactic has boomeranged with its use in East Germany, Poland, and Hungary against Soviet controlled satellite regimes. But he acknowledges that this is presently wishful thinking. In the case of Central and South America, he refers to the experience in Haiti, where business and labor cooperated in general strikes against a dictatorial effort. Commenting on the gratification of the Haitian citizenry over the effectiveness of the general strike as a substitute for the customary violence involved in ousting unpopular leaders, the author suggests that "as civilization goes, the general strike is one step upward from civil war."

Dr. Crook's present study, like his earlier one, will be long cited. Researchers in the field of strikes will find his extensive annotated listing of general strikes throughout the world an essential source.

—JOSEPH P. GOLDBERG

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Bureau of Labor Statistics

Social Security: Programs, Problems, and Policies—Selected Readings. By William Haber and Wilbur J. Cohen. Homewood, Ill., Richard D. Irwin, Inc., 1960. 606 pp., bibliography. \$8.75.

There has been a geometrical expansion of literature on social security in recent years. The literature is so vast that it is timely to have a book of selected readings. The authors have taken advantage of the 25th anniversary of the Social Security Act to present a book of readings primarily comprised of recent publications on the subject.

The readings are representative of varying points of view and are drawn from a wide variety of contributors—professors, administrators, journalists, a life insurance official, a labor union official, a congressman, and a President of the United States, Harry S. Truman. However, the authors have not only organized the subject matter around a half dozen major topics, but they have also contributed special articles that give tone and interpretation to the volume as a whole.

The author's own point of view is best expressed in one of the discussion questions provided at the end of the first chapter. The wording of the question is: "Why is social security necessary . . .?" Some critics would have omitted the "why." But social security in its many forms has become so well established in the 25 years of its operation that there is no longer any serious proposal for its elimination. There are still many policy problems which require earnest public consideration.

The authors indicate that this is not only designed as a textbook for teachers and students but also as a reference book for legislators, management and union officials, administrators, and the general public. It will be a valuable guide for years to come.

—EWAN CLAGUE

Commissioner of Labor Statistics

Economic Doctrines of Knut Wicksell. By Carl G. Uhr. Berkeley, University of California Press, 1960. 356 pp., bibliography. \$7.50.

Monetary policymaking—Wicksell's chief concern—can be likened to walking a tightrope between equally desirable but seemingly opposite objectives. Today, for example, we wish to fight a business recession and promote economic growth, which many believe requires lower interest rates. At the same time, we also wish to maintain overall price stability, reduce short-term capital outflows (partly caused by higher interest rates abroad), and ease other difficulties in the balance of payments. Clearly, such problems require knowledge of the actual determinants of what is happening, as well as appropriate and well-timed actions. More than 60 years ago, Knut Wicksell pioneered in approaching problems of monetary equilibrium through aggregate supply and demand schedules and the factors determining investment. His work stands out at the crucial turning point in the history of economic thought—several years before Keynes—when economists looked beyond mere changes in the price level and quantity of money and began to inquire into the forces which determine the rise and fall of total expenditures and national income.

The range between this major contribution and Wicksell's many other theoretical contributions, which are presented in this book, seems almost encyclopedic. During a nearly 50-year career ending in 1925, Wicksell wrote creatively, among other topics, about capital structures through time, distributive shares under conditions of technological change and capital formation, elements of imperfect competition, innovation during the business cycle, and the benefit principle in taxation. Wicksell's many efforts toward economic reform (which prompted Schumpeter to call him a "bourgeois radical") derived in large part from his skepticism that free competition always results in maximum welfare. He believed individuals should not be reduced to living from their labor alone whenever marginal productivity generates wage levels below the costs of necessities. He favored nationalization or extensive regulation of all industries which are subject to increasing returns, in order to insure marginal cost pricing and maximum output. He often urged population control as essential to economic progress, beginning in 1880 with a controversial lecture on the

causes and remedies of alcoholism among urban workers. Another Wicksell lecture (with the intriguing English title "The Throne, the Altar, the Sword, and the Bag of Money") resulted in a near riot and his being found guilty of disturbing "the religious peace."

The author of this excellent book about Wicksell, Carl Uhr, realizes (as did Gunnar Myrdal and Alvin Hansen, who also have written about Wicksell) that the intellectual forerunners of Wicksell's theories and their successors must be discussed if the reader is to understand Wicksell's sometimes incomplete thought or to appreciate the significance of his insights. Careful placing in context, evident throughout the book, and minimum use of mathematical notation ease the task of the reader with only a general background in economic theory to grasp the main points and emphases of Wicksell's doctrines.

Uhr's presentation is particularly thorough and helpful in the important chapter on Wicksell's theory of money and monetary equilibrium. The author first repeats Wicksell's often quoted assertion: "Any theory of money worthy of the name must be able to show how and why the monetary or pecuniary demand for goods exceeds or falls short of the supply of goods in given conditions." Then he demonstrates how Wicksell's theory meets this criterion. Basically, the theory rests upon a categorical distinction between the "market for commodities" and the "money market." The important relationship in the commodity market, for Wicksell, is the proportioning of current output between consumption goods and capital goods, which is determined in his view by the "real" rate of interest (roughly the expected yield or marginal efficiency of capital). The chief transactions in the money market, for Wicksell's purpose, are money loans to entrepreneurs, which tend to occur at a "loan" rate of interest such that gross investment equals gross saving. Wicksell's "insight" that credit accelerates the velocity of a given stock of money enabled him to view the supply of money and credit as almost infinitely elastic and to conclude that the supply of funds for investment in the short run need not be identical with savings. In Wicksell's system, monetary equilibrium obtains when demand for investment funds equals the flow of savings. A divergence between investment and savings—i.e., monetary disequilibrium—reflects a divergence between the

"real" and "loan" rates of interest. Any increase in the real rate relative to the loan rate stimulates investment demand, starting an upward movement of the price level which begins in rising prices of durable capital goods. Changes in the real rate (which initially exist in expectations) are not directly evident. Thus, the principal indicator of monetary disequilibrium is a subsequent movement of the price level. The responsibility of monetary and banking authorities is to watch for this signal and to respond quickly to the need to adjust their loan rate to new levels of the real rate of interest.

Uhr also helps the reader to reach a balanced judgment of Wicksell's contributions. After pointing out several shortcomings in Wicksell's analysis (too near static, exaggerates the influence of interest rates on investment, etc.), Uhr makes two pertinent observations. First, Wicksell be-

lieved monetary measures could not arrest sudden large business declines, and he advanced certain fiscal policy measures for this purpose. Second, Uhr reminds us of the wisdom in asking, as Wicksell did: "What are the measures requisite for maintenance of full employment *after* the monetary causes of instability have been removed or brought under control?" Properly understood, the teachings of monetary theory temper, but do not deny, the needs for fiscal policy measures. Anyone interested in long-range problems of economic stabilization, including the effects of inflation and continuing structural imbalances, could profit from the stimulation to further reading in monetary theory which is provided by this scholarly book.

—JOSEPH A. BRACKETT

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Current Labor Statistics

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¹ This table is included in the January, April, July, and October issues of the Review.

NOTE: The following applies, with a few exceptions, to the statistical series published in the Current Labor Statistics section: (1) The source is the U.S. Department of Labor, Bureau of Labor Statistics, (2) a description of each series may be found in Techniques of Preparing Major BLS Statistical Series, BLS Bull. 1168 (1984), and (3) the scope of coverage is the United States without Alaska and Hawaii. Exceptions are noted on the tables.

A.—Employment

TABLE A-1. Estimated total labor force classified by employment status, hours worked, and sex
[In thousands]

Employment status	Estimated number of persons 14 years of age and over ¹															
	1961					1960								Annual average		
	Apr.	Mar.	Feb.	Jan. ²	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958	
	Total, both sexes															
Total labor force.....	73,216	73,540	72,894	72,361	73,079	73,746	73,592	73,672	74,551	75,215	75,499	73,171	72,331	71,946	71,284	
Civilian labor force.....	70,696	71,011	70,390	69,837	70,549	71,213	71,069	71,155	72,070	72,706	73,002	70,667	69,819	69,394	68,647	
Unemployment.....	4,962	5,495	5,705	5,385	4,540	4,031	3,579	3,388	3,788	4,017	4,423	3,459	3,660	3,813	4,681	
Unemployment rate, seasonally adjusted ³	6.8	6.9	6.8	6.6	6.8	6.3	6.4	5.7	5.9	5.4	5.5	4.9	5.0	5.5	6.8	
Unemployed 4 weeks or less.....	1,600	1,729	2,063	2,200	2,107	1,840	1,637	1,655	1,697	1,871	2,654	1,638	1,580	1,655	1,533	
Unemployed 5-10 weeks.....	827	1,097	1,408	1,281	994	847	689	603	924	1,033	695	644	567	778	959	
Unemployed 11-14 weeks.....	407	806	610	564	424	357	260	325	351	278	269	256	309	335	438	
Unemployed 15-26 weeks.....	1,205	1,063	950	696	516	488	492	388	402	418	420	509	705	469	785	
Unemployed over 26 weeks.....	923	799	674	643	499	499	500	417	414	416	396	411	499	571	667	
Employment.....	65,734	65,516	64,555	64,452	66,009	67,182	67,490	67,767	68,282	68,689	68,579	67,208	66,159	65,581	63,966	
Nonagricultural.....	60,734	60,539	59,947	59,818	61,059	61,516	61,244	61,179	61,828	61,805	61,722	61,371	60,765	59,745	58,122	
Worked 35 hours or more.....	47,650	47,301	45,341	47,132	47,675	41,598	47,545	48,294	46,247	45,380	47,879	48,594	44,829	45,068	44,873	
Worked 15-34 hours.....	7,536	7,522	8,952	7,414	8,044	14,484	8,371	7,247	6,308	6,586	7,231	7,203	10,455	8,531	7,324	
Worked 1-14 hours.....	3,736	3,900	3,722	3,483	3,569	3,687	3,369	3,142	2,535	2,702	2,921	3,678	3,345	3,172	3,047	
With a job but not at work ⁴	1,811	1,816	1,933	1,789	1,752	1,746	1,957	2,508	6,737	7,136	3,691	1,997	2,138	2,974	2,876	
Agricultural.....	5,000	4,977	4,708	4,634	4,950	5,858	6,258	6,486	6,458	6,855	6,856	5,937	5,303	5,836	5,844	
Worked 35 hours or more.....	3,139	3,122	2,842	2,745	3,015	3,666	4,266	4,789	4,536	4,957	4,714	4,129	3,788	3,852	3,827	
Worked 15-34 hours.....	1,200	1,195	1,121	1,126	1,163	1,341	1,447	1,314	1,363	1,371	1,492	1,254	1,189	1,356	1,361	
Worked 1-14 hours.....	453	432	505	507	535	492	398	362	368	403	408	366	312	442	457	
With a job but not at work ⁴	209	228	240	256	237	167	106	123	187	155	82	89	105	186	199	
	Males															
Total labor force.....	49,299	49,309	49,109	49,031	49,186	49,506	49,455	49,570	50,678	50,908	50,949	49,337	49,060	49,061	48,802	
Civilian labor force.....	46,812	46,812	46,608	46,539	46,688	47,005	46,964	47,085	48,229	48,521	48,484	46,865	46,580	46,562	46,197	
Unemployment.....	3,270	3,709	3,887	3,717	3,092	2,496	2,200	2,082	2,400	2,504	2,696	2,184	2,431	2,473	3,155	
Employment.....	43,542	43,103	42,721	42,822	43,596	44,509	44,764	45,003	45,829	46,017	45,788	44,681	44,149	44,089	43,042	
Nonagricultural.....	39,244	38,545	38,627	38,796	39,337	39,881	39,599	39,900	40,603	40,617	40,462	39,332	39,574	39,340	38,240	
Worked 35 hours or more.....	32,895	32,502	31,532	32,608	32,885	29,346	33,196	33,559	32,558	32,201	33,718	33,808	31,761	31,715	31,390	
Worked 15-34 hours.....	3,629	3,609	4,356	3,534	3,806	7,993	4,098	3,440	3,203	3,300	3,551	3,384	5,170	4,405	3,736	
Worked 1-14 hours.....	1,596	1,624	1,552	1,460	1,472	1,424	1,322	1,291	1,044	1,091	1,193	1,502	1,433	1,378	1,329	
With a job but not at work ⁴	1,123	1,107	1,188	1,105	1,173	1,120	1,292	1,611	3,799	4,026	1,999	1,237	1,210	1,840	1,784	
Agricultural.....	4,298	4,258	4,094	4,027	4,250	4,629	4,855	5,103	5,226	5,399	5,325	4,749	4,575	4,749	4,802	
Worked 35 hours or more.....	2,859	2,849	2,609	2,530	2,747	3,260	3,675	4,016	3,936	4,247	4,232	3,705	3,933	3,421	3,413	
Worked 15-34 hours.....	831	841	832	813	839	843	786	725	857	745	724	695	749	823	857	
Worked 1-14 hours.....	384	356	438	450	455	369	204	257	265	278	206	273	228	336	353	
With a job but not at work ⁴	194	213	217	233	217	156	99	106	167	129	73	75	95	170	179	
	Females															
Total labor force.....	23,916	24,232	23,785	23,330	23,893	24,240	24,138	24,102	23,872	24,217	24,550	23,835	23,271	22,865	22,482	
Civilian labor force.....	23,884	24,199	23,752	23,298	23,861	24,208	24,106	24,070	23,841	24,185	24,518	23,803	23,239	22,832	22,451	
Unemployment.....	1,092	1,786	1,818	1,669	1,448	1,536	1,379	1,307	1,388	1,513	1,727	1,276	1,229	1,340	1,526	
Employment.....	22,192	22,413	21,934	21,630	22,413	22,672	22,726	22,764	22,453	22,672	22,791	22,527	22,010	21,492	20,924	
Nonagricultural.....	21,490	21,695	21,321	21,023	21,722	21,836	21,333	21,279	21,224	21,187	21,260	21,489	21,191	20,405	19,882	
Worked 35 hours or more.....	14,754	14,794	13,969	14,434	14,788	12,255	14,347	14,724	13,690	13,178	14,160	14,786	13,066	13,352	13,453	
Worked 15-34 hours.....	5,907	3,913	4,596	3,880	4,238	6,490	4,272	3,807	3,105	3,287	3,580	3,819	5,285	4,126	3,589	
Worked 1-14 hours.....	2,141	2,276	2,170	2,023	2,117	2,264	2,047	1,851	1,491	1,611	1,728	2,075	1,912	1,794	1,718	
With a job but not at work ⁴	688	709	744	684	679	626	665	897	2,939	3,110	1,691	759	828	1,134	1,093	
Agricultural.....	701	718	615	607	692	1,037	1,392	1,485	1,229	1,485	1,531	1,088	819	1,087	1,042	
Worked 35 hours or more.....	250	273	235	215	288	406	620	773	599	707	643	424	283	431	414	
Worked 15-34 hours.....	369	354	289	314	324	497	661	590	806	625	768	558	439	533	504	
Worked 1-14 hours.....	69	76	67	57	80	123	104	105	103	125	112	93	84	106	104	
With a job but not at work ⁴	15	15	24	22	20	11	7	18	20	26	9	14	11	17	20	

¹ Estimates are based on information obtained from a sample of households and are subject to sampling variability. Data relate to the calendar week ending nearest the 15th day of the month. The employed total includes all wage and salary workers, self-employed persons, and unpaid workers in family-operated enterprises. Persons in institutions are not included.

² Because of rounding, sums of individual items do not necessarily equal totals.

³ Beginning in 1960, data include Alaska and Hawaii and are therefore not directly comparable with earlier data. The levels of the civilian labor force, the employed, and nonagricultural employment were each increased by more than 200,000. The estimates for agricultural employment and unemployment were affected so slightly that these series can be regarded as entirely comparable with pre-1960 data.

⁴ Unemployment as a percent of labor force.

⁵ Includes persons who had a job or business but who did not work during the survey week because of illness, bad weather, vacation, or labor dispute. Prior to January 1957, also included were persons on layoff with definite instructions to return to work within 30 days of layoff and persons who had new jobs to which they were scheduled to report within 30 days. Most of the persons in these groups have, since that time, been classified as unemployed.

NOTE: For a description of these series, see Explanatory Notes (in Employment and Earnings, U.S. Department of Labor, Bureau of Labor Statistics current issues).

TABLE A-2. Employees in nonagricultural establishments, by industry¹

(In thousands)

Industry	1961					1960										Annual average	
	Apr. ¹	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958		
Total employees.....	51,775	51,397	51,090	51,437	53,310	53,133	53,391	53,496	53,062	52,923	53,309	52,957	52,844	51,975	50,543		
Mining.....	623	622	620	629	641	647	656	663	672	685	681	677	677	676	721		
Metal.....	84.9	85.6	85.5	89.4	90.4	90.0	92.6	93.7	94.9	94.5	96.7	96.1	95.1	90.1	93.1		
Iron.....	27.2	27.0	28.7	28.7	29.7	29.7	32.4	32.9	34.1	34.2	35.3	35.3	34.2	27.2	30.8		
Copper.....	30.5	30.6	32.4	32.6	32.6	32.6	32.4	32.3	32.0	31.1	31.9	31.3	31.3	22.3	28.6		
Lead and zinc.....	10.3	10.4	10.6	10.4	10.4	10.1	9.8	10.4	10.7	11.1	11.4	11.9	12.3	12.3	12.9		
Anthracite.....	8.7	9.8	9.8	9.8	10.9	11.9	11.8	11.3	10.7	11.8	12.2	13.2	13.2	16.3	20.3		
Bituminous coal.....	135.9	139.9	142.1	141.8	144.9	147.9	150.0	151.4	155.6	140.5	164.2	167.2	168.7	168.1	195.2		
Crude-petroleum and natural-gas production.....	284.0	282.3	284.0	286.2	284.7	284.8	288.9	291.6	291.6	291.6	286.2	287.3	287.3	300.8	302.6		
Petroleum and natural-gas production (except contract services).....	168.8	169.5	170.5	171.6	171.9	172.4	176.2	177.8	178.4	177.0	174.2	174.8	180.6	188.6			
Nonmetallic mining and quarrying.....	107.3	103.5	100.7	104.0	109.2	114.3	117.1	117.4	118.3	117.9	116.8	115.7	112.6	110.7	109.3		
Contract construction.....	2,644	2,427	2,264	2,385	2,532	2,847	3,006	3,069	3,150	3,098	2,977	2,830	2,590	2,767	2,646		
Nonbuilding construction.....	431	396	418	465	506	560	620	638	661	659	643	664	602	584	569		
Highway and street construction.....	182.0	159.3	173.0	201.8	271.6	307.7	314.0	322.9	320.1	315.0	284.2	222.0	271.2	226.0			
Other nonbuilding construction.....	249.4	236.2	244.5	263.6	234.0	252.3	312.5	323.9	338.0	338.7	328.1	310.1	279.7	312.7	279.7		
Building construction.....	1,996	1,868	1,967	2,087	2,281	2,386	2,431	2,459	2,439	2,334	2,236	2,085	2,183	2,079			
General contractors.....	656.7	611.5	652.3	698.8	774.4	809.6	836.7	857.3	857.9	816.8	774.2	705.4	757.9	750.6			
Special-trade contractors.....	1,338.9	1,255.6	1,314.7	1,388.2	1,506.3	1,575.9	1,594.5	1,611.7	1,580.6	1,517.6	1,461.9	1,382.7	1,424.7	1,328.6			
Plumbing and heating.....	294.1	289.8	298.8	305.7	312.4	319.5	327.3	321.6	315.5	311.3	304.2	292.1	310.5	303.6			
Painting and decorating.....	190.9	166.9	175.6	196.1	221.6	224.6	245.1	255.9	251.6	234.2	222.0	196.3	201.4	169.6			
Electrical work.....	176.5	175.1	180.9	188.7	193.9	199.3	202.2	206.7	199.6	187.9	176.5	170.0	174.2	173.3			
Other special-trade contractors.....	677.4	624.8	659.4	697.7	778.4	822.8	819.9	827.6	813.9	784.2	759.2	724.3	738.6	682.3			
Manufacturing.....	15,476	15,492	15,473	15,580	15,836	16,129	16,313	16,508	16,384	16,350	16,422	16,348	16,380	16,168	15,468		
Durable goods.....	8,813	8,802	8,804	8,902	9,065	9,235	9,305	9,403	9,296	9,342	9,504	9,516	9,548	9,290	8,743		
Nondurable goods.....	6,663	6,690	6,669	6,678	6,771	6,894	7,008	7,102	7,090	6,908	6,918	6,832	6,832	6,878	6,726		
Durable goods.....																	
Ordinance and accessories.....	150.5	152.7	153.2	152.9	152.7	151.5	148.9	150.2	149.8	148.0	149.6	149.4	150.0	141.7	136.7		
Lumber and wood products (except furniture).....	575.6	564.6	560.7	573.2	583.4	613.5	648.9	665.6	674.6	674.2	685.9	690.7	636.0	658.0	621.7		
Logging camps and contractors.....	79.9	79.9	88.1	89.2	102.5	119.3	122.1	118.5	122.0	126.1	108.5	92.3	98.7	86.3			
Sawmills and planing mills.....	272.1	270.5	274.0	279.3	292.7	304.4	313.3	321.8	320.1	324.8	318.1	310.7	319.9	311.0			
Millwork, plywood, and prefabricated structural wood products.....	119.5	117.5	118.8	121.8	123.0	127.8	131.1	133.2	131.8	133.0	132.7	132.0	139.1	127.1			
Wooden containers.....	39.0	38.9	38.7	39.4	40.6	41.5	42.4	43.6	44.6	44.8	44.6	44.6	44.0	44.7			
Miscellaneous wood products.....	54.1	53.9	53.6	53.7	54.7	55.7	56.7	57.5	56.4	57.2	56.6	57.4	56.3	52.7			
Furniture and fixtures.....	366.5	365.0	366.4	365.5	373.3	384.5	391.9	393.0	392.1	388.0	391.0	388.3	391.3	384.0	357.9		
Household furniture.....	265.0	265.4	262.9	268.3	276.7	281.7	281.5	281.1	275.0	279.9	279.5	282.3	279.3	257.1			
Office, public-building and professional furniture.....	46.1	45.8	46.2	46.9	48.1	49.8	50.2	49.7	48.7	49.4	48.3	48.5	46.1	43.8			
Partitions, shelving, lockers, and fixtures.....	33.2	33.5	33.5	34.3	35.4	36.5	37.0	37.8	37.1	37.1	35.7	35.9	34.4	34.8			
Screens, blinds, and miscellaneous furniture and fixtures.....	21.3	21.7	22.9	23.6	24.3	24.2	24.3	23.8	24.2	24.6	24.8	24.6	24.2	22.5			
Stone, clay, and glass products.....	514.9	506.4	500.4	505.4	522.4	536.9	547.9	555.3	558.0	557.3	562.6	558.1	554.1	550.4	514.5		
Flat glass.....	27.5	27.4	29.5	30.6	30.9	29.7	30.6	30.3	29.8	30.0	30.5	30.8	31.7	32.7	27.3		
Glass and glassware, pressed or blown.....	102.7	101.3	99.1	102.2	104.8	108.0	108.5	107.2	106.9	106.8	106.9	106.8	106.0	105.0	95.5		
Glass products made of purchased glass.....	16.1	16.4	16.3	17.4	17.5	17.4	17.2	17.0	16.4	16.5	16.8	16.8	18.0	16.8			
Cement, hydraulic.....	35.6	34.7	36.2	37.6	39.1	40.7	41.9	42.9	43.2	43.0	42.1	41.2	41.7	42.0			
Structural clay products.....	64.2	62.0	63.4	67.0	70.3	72.1	73.8	74.6	75.2	75.7	76.0	74.5	75.5	73.1			
Pottery and related products.....	43.0	43.4	43.4	43.8	45.8	47.0	47.4	47.6	47.8	49.1	48.8	49.2	48.1	43.9			
Concrete, gypsum, and plaster products.....	107.8	106.1	107.0	110.6	114.7	117.5	118.2	120.5	120.1	120.0	118.5	118.4	117.8	108.8			
Cut-stone and stone products.....	17.2	17.0	16.9	17.7	18.1	18.5	18.7	18.6	17.8	18.4	18.1	18.0	18.1	18.3			
Miscellaneous nonmetallic mineral products.....	92.3	92.1	93.6	95.2	97.2	98.1	99.3	98.8	98.9	98.9	99.6	100.1	100.8	98.3	89.3		
Primary metal industries.....	1,053.9	1,049.8	1,049.3	1,059.3	1,074.2	1,095.1	1,118.1	1,133.3	1,142.1	1,156.1	1,203.1	1,224.9	1,250.5	1,137.7	1,104.4		
Blast furnaces, steel works, and rolling mills.....	486.8	482.3	479.7	484.7	490.0	515.3	524.6	540.3	549.0	580.0	606.5	620.5	622.0	536.7			
Iron and steel foundries.....	200.2	201.6	206.8	211.2	213.9	216.6	219.2	213.4	220.7	226.8	222.5	227.5	223.9	197.4			
Primary smelting and refining of nonferrous metals.....	53.3	54.1	55.5	56.1	56.2	56.6	57.4	58.7	59.1	59.2	58.6	59.4	52.2	56.2			
Secondary smelting and refining of nonferrous metals.....	11.3	11.2	11.6	11.8	11.8	12.0	12.3	12.2	11.8	11.9	12.1	12.4	12.2	11.5			
Rolling, drawing, and alloying of nonferrous metals.....	107.9	108.0	108.7	110.4	110.6	112.0	112.4	112.3	111.3	113.5	112.2	113.6	115.8	108.5			
Nonferrous foundries.....	55.1	55.9	57.3	58.7	59.2	60.7	60.8	60.4	59.1	61.0	61.1	62.8	64.8	57.7			
Miscellaneous primary metal industries.....	135.2	136.2	139.7	141.3	144.4	144.9	146.6	144.8	145.1	150.1	151.9	154.3	146.8	139.4			

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

	[In thousands]														
Industry	1961					1960								Annual average	
	Apr. ²	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958
Manufacturing—Continued															
Durable goods—Continued															
Fabricated metal products (except ordnance, machinery, and transportation equipment)	906.7	986.6	993.8	1,012.6	1,036.7	1,061.3	1,078.9	1,081.0	1,064.9	1,063.2	1,086.3	1,080.8	1,079.8	1,069.0	1,029.9
Tin cans and other tinware	57.1	55.5	54.8	55.5	55.9	57.8	61.3	63.9	63.6	62.2	59.6	59.6	58.2	58.2
Cutlery, handtools, and hardware	123.4	125.1	128.1	130.8	132.5	132.6	131.2	128.7	126.9	132.2	133.0	134.0	134.2	128.3
Heating apparatus (except electric) and plumbers' supplies	105.0	104.4	106.7	107.6	109.5	112.9	113.6	113.8	114.6	115.9	116.0	116.1	116.6	109.3
Fabricated structural metal products	270.6	271.4	274.8	283.7	289.6	294.6	295.8	298.1	294.8	293.1	287.7	282.0	283.3	303.0
Metal stamping, coating, and engraving	206.1	210.7	220.1	228.2	237.2	240.9	238.2	223.2	225.8	236.3	236.6	237.2	230.1	210.7
Lighting fixtures	45.5	46.2	46.6	48.4	49.4	49.9	49.7	47.6	47.1	49.1	48.1	49.8	49.2	44.7
Fabricated wire products	49.7	50.7	51.2	52.3	53.6	55.0	55.6	54.8	54.6	56.6	57.4	58.1	56.5	52.4
Miscellaneous fabricated metal products	129.2	129.8	130.3	130.2	133.6	135.2	135.6	134.8	135.9	139.5	139.9	143.1	137.8	123.3
Machinery (except electrical)	1,579.3	1,573.2	1,575.8	1,572.7	1,579.0	1,583.2	1,585.4	1,605.1	1,618.2	1,635.2	1,658.6	1,660.9	1,677.8	1,611.7	1,501.2
Engines and turbines	96.4	96.3	97.0	97.7	98.0	97.8	96.0	99.3	99.8	100.2	101.3	103.2	104.3	103.1
Agricultural machinery and tractors	153.9	151.3	146.3	143.2	138.7	139.1	139.6	144.0	145.5	148.8	149.3	153.4	157.9	139.9
Construction and mining machinery	112.2	112.6	111.7	111.5	112.9	118.6	119.2	121.6	125.6	127.6	130.3	132.5	129.9	122.0
Metalworking machinery	244.8	245.7	245.4	246.2	246.6	247.9	249.7	250.8	258.4	264.6	263.6	264.7	238.7	223.7
Special-industry machinery (except metalworking machinery)	172.1	173.3	173.3	174.8	175.5	176.0	176.3	176.4	176.2	178.0	178.5	178.1	165.8	155.6
General industrial machinery	212.1	213.0	215.2	218.1	221.0	222.9	226.7	228.0	228.6	230.8	230.1	231.0	223.5	220.1
Office and store machines and devices	141.8	142.7	142.7	142.6	142.7	142.3	142.0	140.8	140.6	140.4	138.9	139.0	132.7	124.9
Service-industry and household machines	183.9	183.3	180.5	179.5	180.4	173.5	180.0	179.7	184.6	192.6	196.5	197.7	184.9	168.9
Miscellaneous machinery parts	256.0	257.6	260.6	265.1	267.6	271.1	272.3	274.1	273.7	274.3	272.6	279.1	275.8	282.0
Electrical machinery	1,280.0	1,287.5	1,292.0	1,297.9	1,300.4	1,320.5	1,284.9	1,326.7	1,308.0	1,292.4	1,297.0	1,290.6	1,293.7	1,261.6	1,118.8
Electrical generating, transmission, distribution, and industrial apparatus	405.0	405.3	407.6	409.1	409.2	387.3	416.9	415.8	414.3	413.6	414.8	417.9	402.1	373.8
Electrical appliances	37.2	36.2	35.7	37.3	41.4	40.1	40.2	38.4	38.7	39.3	38.9	39.3	37.7	34.6
Insulated wire and cable	58.5	58.2	58.4	58.9	59.2	58.0	58.3	57.8	57.0	58.5	58.6	58.3	58.1	55.4
Electrical equipment for vehicles	65.4	67.0	69.8	72.4	72.9	72.9	72.6	67.9	69.7	71.3	70.9	72.6	69.8	61.6
Electric lamps	26.2	26.7	27.2	27.7	28.0	23.6	28.1	28.7	28.2	29.1	29.8	29.8	27.6	25.4
Communication equipment	677.9	681.7	681.9	678.9	680.6	684.1	680.9	680.2	664.9	665.7	658.0	657.5	627.2	551.4
Miscellaneous electrical products	47.3	46.9	47.3	48.1	49.2	47.9	49.8	49.2	49.6	49.5	48.9	48.3	49.1	43.7
Transportation equipment	1,476.3	1,500.1	1,498.1	1,555.1	1,611.5	1,631.0	1,629.8	1,620.0	1,624.8	1,590.7	1,607.9	1,602.8	1,605.1	1,670.8	1,602.8
Motor vehicles and equipment	656.5	657.9	711.7	765.9	781.0	783.3	767.2	760.3	745.6	764.7	755.0	750.8	731.6	630.8
Aircraft and parts	647.6	644.7	643.3	643.9	644.1	634.7	640.0	638.8	630.4	618.1	608.3	608.7	594.9	557.6
Aircraft	367.4	365.4	366.3	368.2	370.1	370.2	371.1	371.4	371.1	371.2	381.4	387.0	435.0	457.2
Aircraft engines and parts	141.4	140.0	138.0	137.2	135.5	127.5	133.2	132.1	125.3	114.9	139.7	139.8	144.3	152.6
Aircraft propellers and parts	12.7	12.5	12.1	11.9	11.8	11.8	12.0	12.7	11.1	8.3	14.1	13.9	14.4	18.3
Other aircraft parts and equipment	126.1	126.8	126.9	126.6	126.7	125.2	123.7	122.6	122.9	123.7	124.1	128.0	130.2	129.5
Ship and boat building and repairing	141.9	140.3	141.9	141.2	142.1	143.4	143.4	143.4	144.2	134.0	137.4	135.6	142.8	144.5
Shipbuilding and repairing	121.5	120.3	122.2	122.8	122.0	124.3	124.3	124.3	124.6	110.9	112.3	110.1	120.9	125.3
Boatbuilding and repairing	20.4	20.0	19.7	18.4	20.1	19.1	19.1	18.7	19.6	23.1	25.1	23.6	21.6	19.2
Railroad equipment	45.1	46.5	50.3	52.0	54.6	57.7	58.6	61.9	60.0	60.8	61.6	59.6	51.4	50.9
Other transportation equipment	9.0	8.7	7.9	8.5	9.2	10.5	10.8	10.8	10.6	10.3	10.6	10.4	10.1	9.0
Instruments and related products	335.0	335.8	336.8	340.5	344.0	347.3	348.1	350.8	351.9	348.5	352.8	351.3	353.1	338.9	315.2
Laboratory, scientific, and engineering instruments	65.1	65.3	65.6	65.9	65.8	65.5	65.6	65.6	65.8	65.9	66.0	66.3	64.2	58.1
Mechanical measuring and controlling instruments	96.7	97.1	97.4	97.6	97.3	97.9	98.7	99.3	99.0	101.0	100.2	100.3	93.0	83.9
Optical instruments and lenses	17.9	17.8	18.1	18.3	18.6	18.7	18.4	18.6	18.1	18.5	18.4	18.4	18.8	14.0
Surgical, medical, and dental instruments	44.6	44.8	44.8	44.8	45.0	45.0	45.1	45.4	45.3	45.8	45.1	45.3	43.1	41.5
Ophthalmic goods	24.2	24.5	24.7	25.4	26.2	26.1	26.7	27.1	26.9	27.2	27.6	27.6	26.1	23.7
Photographic apparatus	63.3	63.9	64.9	65.7	67.2	67.5	67.6	67.6	68.8	65.9	65.5	65.6	65.3	65.6
Watches and clocks	24.0	23.4	25.0	26.3	27.2	27.4	28.8	28.4	26.6	28.5	28.5	29.6	31.4	28.4
Miscellaneous manufacturing industries	483.9	479.7	477.1	467.3	486.9	509.8	522.2	522.3	514.9	492.9	508.9	498.7	496.5	486.5	459.9
Jewelry, silverware, and plated ware	43.9	44.9	44.7	45.6	46.6	47.5	46.9	46.7	44.5	45.8	45.7	46.0	45.9	44.4
Musical instruments and parts	17.7	17.7	17.8	18.7	19.1	19.1	19.2	18.0	18.6	18.6	19.1	18.0	16.4	16.4
Toys and sporting goods	86.7	82.3	75.2	83.0	97.1	104.5	104.7	101.0	95.1	98.6	93.2	88.1	84.5	81.7
Pens, pencils, other office supplies	31.8	31.7	31.7	32.1	32.5	32.2	32.8	32.8	32.2	31.8	31.6	31.5	30.8	30.7
Costume jewelry, buttons, notions	54.0	54.9	54.2	55.6	58.6	60.6	60.6	61.1	67.4	69.7	68.1	69.1	60.6	58.2
Fabricated plastic products	91.3	91.9	91.3	93.0	95.6	95.4	96.2	95.3	92.7	95.6	94.8	95.4	92.6	84.0
Other manufacturing industries	154.3	153.7	152.4	157.9	160.4	161.9	161.9	158.8	153.0	158.8	156.7	157.3	154.1	144.8
Nondurable goods															
Food and kindred products	1,304.0	1,382.8	1,371.7	1,390.3	1,434.5	1,486.5	1,567.0	1,628.9	1,601.7	1,521.4	1,469.2	1,414.9	1,404.1	1,470.2	1,476.4
Meat products	291.9	292.1	299.0	303.6	309.6	310.7	310.9	308.2	305.7	303.4	297.2	292.6	302.1	307.0
Dairy products	91.1	88.6	88.8	90.8	91.4	94.0	97.4	101.4	102.4	102.0	97.8	94.6	92.8	92.8
Canning and preserving	182.9	175.5	177.2	192.3	224.6	291.1	362.5	333.8	254.6	207.7	184.7	185.9	223.0	220.0
Grain-mill products	107.8	107.4	108.5	107.8	107.8	110.5	110.4	112.1	112.3	110.2	108.9	108.8	113.3	113.8
Bakery products	284.0	283.5	284.4	288.8	292.0	290.8	289.9	292.0	290.8	290.8	287.0	285.2	284.3	284.3
Sugar	25.4	25.1	31.5	37.9	42.8	39.4	27.6	25.7	26.3	25.8	25.1	26.1	31.0	31.4
Confectionery and related products	70.1	72.0	72.0	77.1	78.6	79.3	77.0	73.2	66.9	70.0	69.5	70.2	73.6	78.4
Beverages	200.5	197.7	198.7	205.6	209.5	214.9	216.3	219.1	221.7	220.2	211.1	206.3	209.1	207.0
Miscellaneous food products	129.1	129.8	130.2	130.6	132.4	135.1	136.0	138.3	139.6	139.1	134.5	132.6	136.2	137.3

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

Industry	[In thousands]												Annual average	
	1961				1960								1959	1958
	Apr. ³	Mar. ³	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	
Manufacturing—Continued														
Nondurable goods—Continued														
Tobacco manufactures.....	73.4	78.1	82.3	85.5	88.5	92.4	104.8	107.5	91.4	78.5	77.8	78.5	70.1	90.2
Cigarettes.....	37.3	37.5	37.6	37.6	37.9	37.9	37.8	38.2	38.5	38.4	38.2	37.7	37.9	36.4
Cigars.....	23.2	23.9	23.8	25.1	25.6	25.7	25.7	25.5	23.3	24.3	25.4	25.7	27.1	29.1
Tobacco and snuff.....	5.9	6.0	5.9	6.0	6.1	5.9	6.0	6.2	6.2	6.3	6.2	6.2	6.6	6.5
Tobacco stemming and redrying.....	11.7	14.0	18.2	19.8	22.6	35.1	37.8	21.4	9.6	7.9	9.1	9.4	18.1	18.4
Textile-mill products.....	905.3	900.9	899.4	899.5	911.9	925.6	933.2	943.3	953.6	941.8	951.7	958.3	955.1	905.0
Scouring and combing plants.....	4.8	4.6	4.6	4.8	4.8	4.9	5.1	5.2	5.4	5.4	5.6	5.4	5.3	5.5
Yarn and thread mills.....	97.8	97.4	97.1	95.9	99.7	99.7	100.8	102.4	104.2	103.1	106.5	105.7	105.9	110.0
Broad-woven fabric mills.....	309.8	371.5	373.4	375.6	377.4	379.7	384.9	388.6	389.1	393.7	392.9	395.3	395.3	395.9
Narrow fabrics and small wares.....	27.5	27.7	27.6	27.9	28.1	28.3	29.0	29.4	28.8	29.0	29.3	29.3	29.3	27.5
Knitting mills.....	211.8	207.3	204.2	209.3	218.6	222.0	224.1	227.3	217.7	225.5	221.6	217.5	220.1	207.0
Dyeing and finishing textiles.....	86.0	85.7	85.9	87.0	87.5	87.8	87.8	89.0	89.0	90.1	89.9	89.9	88.4	84.9
Carpets, rugs, other floor coverings.....	42.2	42.5	42.8	43.3	43.5	43.5	44.0	43.9	43.3	44.0	44.0	43.8	46.6	44.8
Hats (except cloth and millinery).....	8.7	9.2	9.2	9.3	9.0	8.9	9.3	9.7	9.8	10.1	10.1	10.1	10.1	10.1
Miscellaneous textile goods.....	52.3	53.5	54.9	55.8	55.9	57.1	57.0	56.1	55.6	56.8	56.5	56.4	57.3	53.9
Apparel and other finished textile products.....	1,159.8	1,197.7	1,191.5	1,165.2	1,178.6	1,209.5	1,200.0	1,225.1	1,237.7	1,188.0	1,215.9	1,207.9	1,211.2	1,156.8
Men's and boys' suits and coats.....	110.9	112.4	112.7	112.8	114.1	115.1	115.8	116.6	109.4	116.1	115.0	114.3	111.4	107.3
Men's and boys' furnishings and work clothing.....	339.9	339.3	332.4	338.2	343.6	349.1	356.8	359.3	349.5	357.6	353.7	349.6	338.3	311.3
Women's outerwear.....	345.6	337.9	327.1	328.0	337.4	336.2	334.0	343.4	328.2	329.0	328.1	335.7	344.7	339.7
Women's, children's undergarments.....	113.5	113.5	111.5	111.1	118.7	118.7	118.8	118.5	113.0	118.6	118.4	120.0	115.9	114.1
Millinery.....	23.3	23.4	19.3	16.5	16.3	18.7	18.7	18.7	18.7	18.7	18.7	18.7	18.7	17.9
Children's outerwear.....	70.8	72.9	71.1	68.9	71.0	71.5	71.9	73.9	74.8	75.0	74.8	74.8	74.4	72.5
Fur goods.....	5.8	6.0	6.4	7.3	8.8	8.3	8.0	7.6	7.3	7.4	6.9	6.6	6.2	10.7
Miscellaneous apparel and accessories.....	57.6	57.4	54.5	57.4	61.2	61.2	61.5	61.4	57.2	61.7	59.6	60.2	60.3	56.7
Other fabricated textile products.....	130.3	128.7	130.2	134.1	138.9	139.7	139.4	137.3	132.1	136.8	138.1	137.4	135.0	125.0
Paper and allied products.....	547.4	545.4	544.1	548.0	551.9	559.9	563.9	567.7	567.0	560.5	567.0	562.7	562.3	559.9
Pulp, paper, and paperboard mills.....	268.5	267.9	269.7	271.7	273.9	275.7	278.3	279.2	275.0	278.3	274.4	274.0	274.8	269.4
Paperboard containers and boxes.....	145.0	145.3	147.0	149.2	153.5	154.7	154.7	153.0	151.3	150.9	152.6	151.7	152.2	149.6
Other paper and allied products.....	131.9	130.9	131.3	131.0	132.5	133.5	134.7	134.8	134.6	136.1	136.1	136.1	135.1	125.1
Printing, publishing, and allied industries.....	895.4	895.5	893.7	895.0	904.2	910.2	908.2	900.9	895.1	890.4	892.0	885.9	886.3	852.2
Newspapers.....	329.8	328.1	329.2	333.3	333.8	332.5	331.2	331.0	331.4	331.4	329.4	327.7	322.6	318.4
Periodicals.....	64.9	65.7	66.3	65.8	65.7	65.3	64.5	62.8	61.9	62.3	62.7	63.9	62.4	61.5
Books.....	64.7	64.1	64.1	64.5	64.5	64.4	64.4	63.8	63.1	62.3	62.3	62.3	62.3	55.0
Commercial printing.....	230.4	229.7	230.6	232.4	233.6	233.5	233.0	229.8	229.8	229.4	227.3	229.8	224.0	220.7
Lithographing.....	66.2	68.5	67.8	69.5	70.1	69.7	69.3	68.7	68.2	68.6	68.4	68.6	68.3	65.7
Greeting cards.....	20.5	20.9	20.7	22.0	23.7	24.2	23.0	22.6	22.0	22.6	20.6	20.6	20.5	20.0
Bookbinding and related industries.....	47.9	47.6	47.5	47.3	48.0	48.2	48.3	48.6	48.1	48.4	48.0	48.0	48.2	44.5
Miscellaneous publishing and printing services.....	69.1	69.1	68.8	69.7	70.8	70.4	67.2	66.8	66.4	67.0	67.3	66.0	66.0	68.4
Chemicals and allied products.....	881.8	873.0	866.5	870.0	873.0	875.0	878.9	879.8	882.2	878.9	877.8	879.6	882.3	847.8
Industrial inorganic chemicals.....	103.6	103.6	104.5	105.0	105.1	105.2	105.8	106.7	106.1	106.1	104.7	104.6	102.5	102.2
Industrial organic chemicals.....	338.7	337.8	338.5	340.5	340.9	340.9	343.2	347.3	347.4	343.7	340.2	338.3	325.6	310.6
Drugs and medicines.....	102.9	102.9	104.8	105.3	105.5	105.6	106.5	107.7	107.8	106.6	106.4	105.5	104.0	102.9
Soap, cleaning and polishing preparations.....	54.3	53.8	54.0	54.2	54.1	54.3	54.4	54.3	52.8	53.1	52.6	52.7	51.0	49.3
Paints, pigments, and fillers.....	74.5	74.5	75.0	75.5	76.3	77.1	77.8	79.1	79.0	78.4	77.8	77.3	75.5	73.0
Gum and wood chemicals.....	7.6	7.6	7.7	7.7	7.7	7.7	7.8	7.8	7.8	7.9	7.9	7.8	7.7	7.8
Fertilizers.....	43.8	37.8	36.7	35.0	33.7	34.7	33.9	33.7	31.6	35.8	44.1	43.8	36.9	35.6
Vegetable and animal oils and fats.....	37.2	38.9	39.7	40.9	41.9	42.0	39.1	36.6	36.3	36.6	37.5	39.2	40.0	38.5
Miscellaneous chemicals.....	110.4	109.6	109.1	108.9	109.6	111.4	111.3	111.0	110.0	109.9	109.2	108.1	104.6	101.0
Products of petroleum and coal.....	216.5	216.2	215.6	217.2	218.2	221.6	224.8	226.2	229.8	230.2	232.5	231.0	232.4	233.4
Petroleum refining.....	175.1	175.1	175.6	176.7	177.5	178.7	180.3	182.4	183.4	184.0	183.2	183.7	185.2	192.1
Coke, other petroleum and coal products.....	41.1	40.5	41.6	41.5	44.1	46.1	45.9	47.4	46.8	46.8	48.7	48.7	47.2	46.1
Rubber products.....	239.3	239.4	240.3	246.7	250.5	251.6	258.1	258.4	257.1	252.5	255.1	257.1	260.2	244.6
Tires and inner tubes.....	95.2	93.1	96.6	98.1	99.8	100.4	101.6	103.0	103.1	103.5	103.4	104.4	101.6	100.8
Rubber footwear.....	22.7	22.5	21.9	22.1	21.1	22.6	22.4	22.1	21.5	22.0	21.9	22.5	22.0	20.9
Other rubber products.....	121.5	124.7	128.2	130.3	130.7	135.1	134.4	132.0	127.9	132.6	131.8	133.3	136.2	122.9
Leather and leather products.....	348.4	360.1	360.1	359.3	362.0	360.8	364.2	373.9	365.5	365.7	367.6	359.3	372.2	357.2
Leather: tanned, curried, and finished.....	32.3	32.5	33.6	34.1	34.1	34.2	34.4	34.6	34.4	34.3	34.3	34.2	34.1	37.1
Industrial leather belting and packing.....	4.7	4.7	4.8	4.6	4.7	4.6	4.7	4.6	4.3	4.3	4.2	4.4	4.9	4.1
Boot and shoe cut stock and findings.....	20.1	20.3	20.7	19.7	19.1	18.3	18.2	19.3	19.5	19.5	18.7	18.0	19.4	18.2
Footwear (except rubber).....	242.4	245.8	244.2	242.3	240.2	238.1	242.0	246.5	246.0	245.4	238.8	240.1	248.9	238.1
Luggage.....	13.9	13.6	13.6	13.8	15.7	16.5	16.4	17.3	16.4	16.0	15.8	15.6	15.3	15.0
Handbags and small leather goods.....	32.7	33.4	31.5	31.9	33.5	33.9	32.7	32.4	30.1	30.2	30.2	30.2	31.2	29.9
Gloves and miscellaneous leather goods.....	14.0	13.2	11.7	12.9	14.7	15.2	15.8	16.2	14.8	15.8	15.9	15.6	15.4	14.0

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

(In thousands)

Industry	1961					1960												Annual average	
	Apr. ²	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958				
Transportation and public utilities.....	3,746	3,746	3,759	3,763	3,843	3,868	3,889	3,907	3,921	3,939	3,942	3,924	3,917	3,902	3,908				
Transportation.....	2,420	2,418	2,430	2,432	2,507	2,528	2,546	2,553	2,560	2,573	2,592	2,585	2,579	2,559	2,531				
Interstate railroads.....	813.0	816.6	817.7	849.2	849.2	852.2	866.3	876.0	904.6	912.2	919.5	914.5	909.8	930.6	963.6				
Class I railroads.....	705.8	708.8	711.0	734.6	743.5	759.9	766.2	792.9	800.7	807.4	801.9	796.6	815.3	840.8	816.5				
Local railroads and buslines.....	88.4	88.6	88.7	88.8	88.8	89.3	88.2	90.8	90.8	90.8	91.1	91.3	91.4	92.3	96.4				
Trucking and warehousing.....	849.0	850.7	854.1	880.9	898.2	902.2	891.7	877.4	879.3	887.1	880.3	880.6	853.2	792.5	792.5				
Other transportation and services.....	667.6	673.6	671.2	687.6	685.3	686.1	694.5	687.4	660.2	694.6	698.6	697.6	683.3	678.5	678.5				
Buslines, except local.....	39.4	39.2	40.4	39.7	39.9	40.0	41.1	41.7	41.9	40.8	40.0	38.8	40.4	41.7	41.7				
Air transportation (common carrier).....	147.1	149.3	149.3	150.6	150.9	151.3	152.7	153.3	152.4	152.1	153.0	153.1	145.9	140.3	140.3				
Pipe-line transportation (except natural gas).....	23.5	23.5	23.6	23.6	23.7	23.8	24.1	24.5	24.7	24.6	24.1	24.1	25.1	25.8	25.8				
Communication.....	731	731	732	733	736	739	741	745	751	752	744	741	740	743	771				
Telephone.....	694.4	695.1	696.3	699.3	701.8	703.8	707.8	713.5	714.0	707.0	704.0	702.6	705.5	732.4	732.4				
Telegraph.....	35.7	35.8	36.0	36.5	36.6	36.6	36.8	36.8	36.8	36.8	36.8	36.8	36.8	36.8	36.8				
Other public utilities.....	595	597	598	600	601	602	606	610	614	616	616	616	600	601	601				
Gas and electric utilities.....	573.8	573.4	574.4	576.9	577.6	578.7	584.7	585.2	589.2	582.5	574.6	574.2	576.6	578.5	578.5				
Electric light and power utilities.....	252.2	252.1	252.5	253.3	253.6	254.2	257.2	259.3	260.0	257.3	254.1	254.0	255.9	258.3	258.3				
Gas utilities.....	154.7	154.5	155.0	155.3	155.5	155.5	156.9	155.6	156.7	155.3	153.2	153.4	153.3	151.6	151.6				
Electric light and gas utilities combined.....	166.9	166.8	166.9	168.3	168.5	169.0	170.6	172.3	172.5	169.9	163.3	166.8	167.4	168.7	168.7				
Local utilities, not elsewhere classified.....	23.3	23.3	23.3	23.4	23.5	23.6	24.0	24.5	24.8	23.9	23.7	23.8	23.2	22.9	22.9				
Wholesale and retail trade.....	11,364	11,337	11,279	11,464	12,105	11,842	11,742	11,665	11,592	11,591	11,637	11,543	11,620	11,385	11,141				
Wholesale trade.....	3,088	3,094	3,102	3,116	3,163	3,183	3,182	3,153	3,153	3,138	3,129	3,111	3,120	3,070	3,013				
Wholesalers full-service and limited-function.....	1,828.9	1,833.7	1,843.7	1,880.1	1,878.6	1,879.0	1,876.8	1,879.0	1,870.9	1,867.1	1,861.1	1,856.4	1,856.1	1,819.2	1,782.0				
Automotive.....	139.6	139.5	139.9	140.8	140.8	141.5	142.2	142.7	142.2	141.5	140.5	139.6	135.2	126.5	126.5				
Groceries, food specialties, beer, wines, and liquors.....	317.8	319.5	320.5	325.8	325.8	318.7	315.5	314.9	315.4	314.1	313.0	315.1	309.7	303.1	303.1				
Electrical goods, machinery, hardware, and plumbing equipment.....	440.9	441.5	444.4	449.0	451.0	432.2	454.7	458.4	459.5	458.1	455.2	455.5	448.0	439.2	439.2				
Other full-service and limited-function wholesalers.....	930.6	933.2	938.9	964.5	961.0	966.6	964.4	963.6	963.8	963.4	942.7	946.2	926.3	883.2	883.2				
Wholesale distributors, other.....	1,265.1	1,268.2	1,271.9	1,280.8	1,284.0	1,283.0	1,275.7	1,273.6	1,267.0	1,261.6	1,259.3	1,263.1	1,250.7	1,261.4	1,261.4				
Retail trade.....	8,276	8,243	8,177	8,348	9,244	8,679	8,580	8,512	8,439	8,453	8,508	8,432	8,500	8,315	8,128				
General merchandise stores.....	1,436.8	1,434.2	1,391.7	1,476.2	2,021.9	1,634.6	1,553.5	1,504.1	1,482.5	1,433.1	1,462.8	1,465.6	1,511.0	1,453.5	1,433.8				
Department stores and general mail-order houses.....	917.1	896.9	954.6	1,308.9	1,070.9	994.0	951.8	922.9	917.2	934.2	932.1	944.8	953.4	925.1	925.1				
Other general merchandise stores.....	517.1	494.8	521.6	713.1	583.7	550.5	552.3	529.6	515.9	528.3	533.5	566.2	530.1	508.7	508.7				
Food and liquor stores.....	1,629.6	1,631.5	1,641.3	1,640.8	1,682.7	1,659.3	1,632.1	1,640.7	1,640.9	1,659.9	1,655.6	1,648.7	1,649.0	1,613.6	1,596.8				
Grocery, meat, and vegetable markets.....	1,198.2	1,206.0	1,208.4	1,228.9	1,217.3	1,210.8	1,195.2	1,190.3	1,204.8	1,203.7	1,200.7	1,199.8	1,175.3	1,149.4	1,149.4				
Dairy product stores and dealers.....	214.3	213.3	213.0	216.6	216.4	217.5	223.7	228.4	229.6	226.8	222.8	220.2	222.7	227.4	227.4				
Other food and liquor stores.....	219.0	222.0	219.4	237.1	225.6	223.8	221.8	222.2	225.5	225.1	225.2	229.0	215.6	222.0	222.0				
Automotive and accessories dealers.....	785.0	782.9	786.9	793.7	827.9	813.4	814.7	819.9	824.8	827.4	819.0	815.0	791.0	764.4	764.4				
Apparel and accessories stores.....	597.1	606.7	576.3	614.0	749.4	649.7	633.5	619.7	635.5	607.8	628.3	628.3	606.7	606.7	606.7				
Other retail trade.....	3,827.1	3,787.6	3,780.4	3,823.3	3,961.7	3,901.4	3,927.1	3,933.0	3,940.2	3,937.5	3,933.9	3,972.2	3,945.8	3,820.4	3,738.4				
Furniture and appliance stores.....	388.0	387.8	394.7	415.5	406.0	404.7	398.7	396.8	396.8	397.1	397.0	397.0	393.8	390.2	390.2				
Drug stores.....	391.7	389.9	396.4	430.9	405.6	407.8	406.8	400.1	398.6	398.6	392.0	396.4	378.2	355.8	355.8				
Finance, insurance, and real estate.....	2,524	2,506	2,494	2,490	2,504	2,499	2,501	2,515	2,536	2,530	2,496	2,469	2,463	2,425	2,374				
Banks and trust companies.....	684.6	684.0	681.7	684.9	683.2	680.6	680.9	686.8	682.9	671.2	662.9	663.2	638.4	615.3	615.3				
Security dealers and exchanges.....	105.6	103.3	101.5	101.8	101.4	101.6	102.0	103.4	102.9	100.4	99.9	99.9	94.5	84.6	84.6				
Insurance carriers and agents.....	954.7	952.3	946.9	949.0	945.4	941.4	946.3	952.8	946.8	930.8	922.3	922.5	904.0	884.0	884.0				
Other finance agencies and real estate.....	761.1	754.6	760.1	768.3	769.3	776.9	786.6	793.4	797.1	793.6	783.6	777.4	767.8	779.8	779.8				
Service and miscellaneous.....	6,672	6,562	6,527	6,518	6,612	6,665	6,698	6,685	6,715	6,745	6,717	6,644	6,525	6,398	6,398				
Hotels and lodging places.....	441.1	441.4	436.8	448.5	455.4	463.7	463.7	463.7	463.7	463.7	463.7	463.7	463.7	463.7	463.7				
Personal services.....	297.8	296.6	299.8	301.4	303.6	305.5	306.7	310.3	311.6	314.6	311.5	308.4	310.9	312.7	312.7				
Laundries.....	175.7	173.3	175.3	176.5	179.2	179.9	175.0	170.9	175.6	181.3	179.4	177.4	170.6	167.4	167.4				
Cleaning and dyeing plants.....	182.9	180.9	181.8	183.3	186.1	188.9	193.6	195.4	192.1	190.7	190.3	189.7	187.0	189.8	189.8				
Motion pictures.....	182.9	180.9	181.8	183.3	186.1	188.9	193.6	195.4	192.1	190.7	190.3	189.7	187.0	189.8	189.8				
Government.....	8,726	8,705	8,674	8,608	8,917	8,636	8,586	8,474	8,140	8,145	8,409	8,449	8,553	8,127	7,893				
Federal.....	2,194	2,186	2,179	2,173	2,471	2,182	2,182	2,185	2,206	2,206	2,204	2,212	2,334	2,197	2,191				
Executive.....	2,138.5	2,151.2	2,145.7	2,443.8	2,184.4	2,184.4	2,184.4	2,184.4	2,184.4	2,184.4	2,184.4	2,184.4	2,184.4	2,184.4	2,184.4				
Department of Defense.....	909.0	908.2	907.0	908.6	907.6	909.4	910.8	919.2	919.1	922.8	917.1	916.5	941.3	960.3	960.3				
Post Office Department.....	566.1	564.2	565.1	562.3	570.1	565.0	565.9	566.5	564.8	560.0	553.3	553.0	572.9	562.8	562.8				
Other agencies.....	683.4	678.8	673.6	674.1	676.4	679.7	680.9	692.3	693.4	693.8	714.2	837.3	655.2	641.1	641.1				
Legislative.....	22.6	22.5	22.5	22.4	22.4	22.4	22.4	22.6	22.8	22.8	22.8	22.8	22.5	22.5	22.1				
Judicial.....	5.0	5.0	5.0	5.0	5.0	5.0	5.0	4.9	4.9	4.9	4.9	4.9	4.9	4.8	4.7				
State and local.....	6,532	6,519	6,495	6,435	6,446	6,454	6,404	6,290	5,934	5,940	6,205	6,237	6,219	5,930	5,702				
State.....	1,643.1	1,635.8	1,620.1	1,618.7	1,618.7	1,618.4	1,580.0	1,534.1	1,539.2	1,575.2	1,578.8	1,572.8	1,524.3	1,470.8	1,470.8				
Local.....	4,876.1	4,883.9	4,874.9	4,817.0	4,829.9	4,835.7	4,785.7	4,709.4	4,400.9	4,400.8	4,629.9	4,664.4	4,644.4	4,405.7	4,231.1				
Education.....	3,175.8	3,169.9	3,128.2	3,139.3	3,137.4	3,108.4	3,098.4	3,026.6	2,926.6	2,925.8	2,938.8	2,978.5	2,987.4	2,721.5	2,563.7				
Other.....	3,343.4	3,324.9	3,307.1	3,306.3	3,316.2	3,305.6	3,302.8	3,408.3	3,401.0	3,333.8	3,258.3	3,231.8	3,208.5	3,138.3	3,138.3				

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹

[In thousands]

Industry	1961						1960						Annual average		
	Apr. ¹	Mar. ¹	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958
Mining		479	479	487	498	503	512	516	525	597	534	532	533	532	572
Metal		69.9	69.9	73.3	74.0	73.6	76.4	77.3	78.4	78.4	80.4	80.0	79.3	65.1	76.5
Iron		22.5	22.5	23.9	24.9	24.4	27.7	28.2	29.6	29.4	30.5	30.5	29.6	22.7	26.1
Copper		24.9	25.0	26.6	26.6	26.6	26.4	26.3	25.8	25.3	26.0	25.6	25.7	18.0	23.4
Lead and zinc		8.2	8.2	8.4	8.1	7.9	7.5	8.1	8.2	8.9	9.1	9.7	10.1	10.0	10.5
Anthracite		7.2	8.7	8.7	8.7	9.4	10.4	10.2	9.7	9.0	10.0	10.5	11.5	14.6	18.5
Bituminous coal		122.4	124.7	123.9	126.4	128.7	131.0	130.6	136.0	119.1	144.3	147.7	149.5	149.2	173.8
Crude-petroleum and natural-gas production		195.0	194.2	196.0	198.7	199.4	199.7	200.0	202.6	202.3	202.9	198.3	199.5	210.2	211.1
Petroleum and natural-gas production (except contract services)		95.7	96.1	97.5	98.6	98.5	99.0	101.9	103.1	103.9	103.2	101.2	101.8	106.1	112.9
Nonmetallic mining and quarrying		84.5	81.8	84.6	89.7	94.7	97.5	97.6	98.3	97.8	96.4	96.9	93.1	92.5	91.9
Contract construction		2,021	1,964	1,964	2,147	2,433	2,585	2,845	2,705	2,669	2,533	2,420	2,190	2,372	2,278
Nonbuilding construction		355	330	342	358	487	539	554	576	573	538	513	424	396	497
Highway and street construction		156.9	134.8	148.1	176.2	245.8	281.2	296.4	296.1	292.6	288.7	256.6	196.2	245.4	231.8
Other nonbuilding construction		198.5	184.9	193.9	212.2	241.4	258.1	267.2	279.5	280.1	271.0	256.8	227.4	200.5	265.1
Building construction		1,666	1,544	1,642	1,759	1,946	2,046	2,091	2,129	2,096	2,000	1,907	1,766	1,856	1,781
General contractors		556.2	512.5	553.8	599.5	673.0	706.0	732.9	751.9	752.4	714.7	675.1	609.5	662.4	658.1
Special-trade contractors		1,109.7	1,031.7	1,088.4	1,159.2	1,272.8	1,340.4	1,358.3	1,377.0	1,343.9	1,285.4	1,232.0	1,156.3	1,203.2	1,122.6
Plumbing and heating		238.3	233.8	242.3	249.2	255.6	262.0	268.7	262.5	256.2	246.7	246.7	235.4	252.8	247.0
Painting and decorating		168.8	146.2	164.4	174.5	200.1	212.5	222.6	233.6	229.5	212.7	201.3	176.3	181.7	183.8
Electrical work		137.0	135.6	140.5	148.1	153.9	158.6	161.9	166.0	159.0	149.6	130.4	133.3	138.3	138.2
Other special-trade contractors		565.6	516.1	551.2	587.4	693.2	707.3	705.1	714.9	698.8	669.7	644.6	611.3	630.4	584.1
Manufacturing		11,413	11,423	11,355	11,502	11,745	12,037	12,226	12,399	12,265	12,145	12,332	12,232	12,334	12,237
Durable goods		6,382	6,363	6,359	6,456	6,613	6,786	6,863	6,949	6,838	6,858	7,056	7,084	7,123	6,955
Nondurable goods		5,031	5,090	5,036	5,046	5,132	5,251	5,363	5,450	5,427	5,287	5,276	5,208	5,211	5,282
Durable goods															
Ordinance and accessories		73.6	74.7	73.1	73.2	73.6	73.8	72.2	73.5	72.0	72.3	72.4	73.0	73.8	72.9
Lumber and wood products (except furniture)		510.3	499.3	495.6	507.5	518.2	546.8	580.6	598.4	606.9	606.1	617.4	592.5	588.6	591.1
Logging camps and contractors		73.0	73.0	80.6	82.3	94.8	110.6	114.8	110.9	114.6	118.6	101.8	86.1	92.3	80.1
Sawmills and planing mills		244.6	243.3	247.0	251.8	264.5	276.4	285.0	293.1	291.4	296.0	288.8	281.6	291.5	283.6
Millwork, plywood, and prefabricated structural wood products		99.3	97.5	98.5	101.7	103.2	107.2	110.5	112.8	110.9	112.0	111.7	110.9	117.7	109.5
Wooden containers		35.3	35.1	35.0	35.8	36.8	37.8	38.5	39.7	39.9	40.8	39.7	40.2	40.6	40.6
Miscellaneous wood products		47.1	46.7	46.4	46.6	47.5	48.6	49.6	50.4	49.3	50.6	49.4	50.3	49.4	48.0
Furniture and fixtures		302.8	301.7	303.1	302.7	309.5	320.5	327.0	328.2	327.2	329.9	326.7	324.3	327.2	297.3
Household furniture		225.6	226.5	224.5	229.0	237.6	241.9	241.5	241.2	235.6	240.4	240.3	242.7	240.8	220.1
Office, public building, and professional furniture		35.5	35.3	35.7	36.5	37.5	38.8	39.6	39.0	38.4	38.8	37.6	38.0	35.9	34.2
Partitions, shelving, lockers, and fixtures		24.3	24.5	24.6	25.4	26.4	27.4	28.0	28.3	28.1	28.1	26.8	27.2	25.6	25.6
Screens, blinds, and miscellaneous furniture and fixtures		16.3	16.8	17.9	18.6	19.0	18.9	19.1	18.7	18.8	19.4	19.6	19.3	19.9	17.4
Stone, clay, and glass products		409.7	401.5	395.6	400.8	416.1	431.1	441.7	449.2	451.5	449.9	451.6	448.2	449.1	417.8
Flat glass		23.3	23.2	25.3	26.6	25.6	26.4	26.1	25.6	25.8	26.2	26.6	27.5	28.7	23.5
Glass and glassware, pressed or blown		86.1	84.9	82.7	85.5	87.8	89.6	92.4	90.8	90.0	93.2	90.5	89.3	84.7	80.5
Glass products made of purchased glass		12.9	13.2	13.0	14.2	14.3	14.2	14.0	13.8	13.4	13.6	13.7	13.7	15.0	13.3
Cement, hydraulic		28.2	27.4	28.9	30.1	31.5	33.1	34.2	35.2	35.3	34.5	33.7	34.4	34.4	34.6
Structural clay products		54.3	52.1	53.7	57.5	60.6	62.3	64.0	65.7	66.1	65.8	65.9	64.5	65.5	63.4
Pottery and related products		36.4	36.5	36.6	36.9	38.8	39.9	40.3	40.4	40.9	42.2	41.7	42.3	41.3	37.6
Concrete, gypsum, and plaster products		83.5	81.9	82.9	85.9	89.9	92.5	93.1	95.8	94.8	95.0	93.2	91.0	94.2	86.9
Cut-stone and stone products		14.8	14.0	14.5	15.3	15.7	16.0	16.2	16.0	15.2	15.8	15.6	15.4	15.6	15.7
Miscellaneous nonmetallic mineral products		62.0	61.8	63.2	64.3	66.9	67.7	68.9	68.3	68.4	69.0	69.0	70.8	69.6	62.3
Primary metal industries		834.6	830.1	829.0	837.8	851.2	870.3	891.4	905.0	906.8	923.8	970.8	992.6	1019.8	891.0
Blast furnaces, steel works, and rolling mills		385.3	380.6	377.4	381.4	394.6	409.2	417.6	430.8	438.7	468.9	495.3	510.6	416.6	436.8
Iron and steel foundries		167.4	168.8	173.5	177.8	180.6	182.8	185.7	179.8	187.1	193.1	188.8	194.0	192.2	167.4
Primary smelting and refining of non-ferrous metals		40.9	41.7	43.0	43.7	43.7	44.2	44.8	45.8	46.3	46.6	46.1	47.2	40.0	43.9
Secondary smelting and refining of non-ferrous metals		8.2	8.0	8.5	8.6	8.7	8.9	9.1	9.0	8.6	8.6	8.9	9.1	9.1	8.2
Rolling, drawing, and alloying of non-ferrous metals		80.4	80.3	80.9	82.5	82.6	83.9	84.0	83.7	82.7	83.2	84.2	85.6	89.2	80.6
Nonferrous foundries		44.0	44.7	46.0	47.8	47.9	49.3	49.3	48.6	47.6	50.3	49.6	51.2	53.3	46.4
Miscellaneous primary metal industries		103.9	104.9	108.5	109.9	112.2	113.1	114.5	112.4	112.8	117.6	119.7	122.1	116.0	108.4
Fabricated metal products (except ordnance, machinery, and transportation equipment)		757.3	748.1	754.5	770.6	794.3	816.8	833.8	835.0	819.4	817.2	840.1	836.8	836.8	795.8
Tin cans and other tinware		48.9	47.4	46.6	47.3	47.8	49.8	53.3	55.8	55.4	55.6	54.9	51.7	51.9	50.6
Cutlery, handtools, and hardware		95.0	96.6	99.6	102.2	103.9	108.9	102.5	100.1	98.6	103.8	104.4	105.4	106.2	100.1
Heating apparatus (except electric) and plumbers' supplies		78.3	77.3	79.1	80.0	81.5	85.1	86.0	85.9	86.4	87.8	88.1	88.5	89.5	83.3
Fabricated structural metal products		189.2	190.1	192.9	201.0	206.1	210.8	211.7	213.4	210.1	208.1	204.4	199.7	203.4	220.0
Metal stamping, coating, and engraving		164.0	168.1	176.2	184.7	193.2	196.6	193.7	180.2	182.4	192.8	192.9	193.7	187.8	190.4
Lighting fixtures		34.6	35.2	35.4	37.3	38.4	38.7	38.6	38.4	38.0	37.9	37.0	38.6	38.5	34.2
Fabricated wire products		38.8	39.7	40.2	41.3	42.4	43.9	44.2	43.4	43.1	43.2	45.9	46.6	45.4	41.7
Miscellaneous fabricated metal products		99.3	100.1	100.6	100.5	103.5	105.0	105.0	104.2	105.3	108.9	100.5	112.6	108.9	96.5

See footnotes at end of table.

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TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

	[In thousands]														
Industry	1961					1960					Annual average				
	Apr. ³	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Machinery (except electrical).....	1,083.7	1,077.1	1,076.9	1,074.6	1,080.7	1,085.3	1,086.6	1,104.4	1,111.6	1,130.4	1,154.1	1,169.3	1,176.4	1,134.1	1,030.3
Engine and turbines.....	58.1	58.0	58.8	59.7	59.5	58.2	61.1	61.0	61.3	62.9	64.5	65.8	65.9	60.7	60.7
Agricultural machinery and tractors.....	109.0	105.7	101.0	97.9	93.5	94.1	93.9	97.1	98.7	101.5	101.7	105.5	112.4	94.7	94.7
Construction and mining machinery.....	75.4	75.3	74.3	74.2	75.1	78.5	81.0	83.1	85.6	87.4	89.6	91.4	89.6	82.4	82.4
Metalworking machinery.....	177.0	177.6	176.6	177.7	179.0	179.0	181.0	181.9	190.2	195.6	198.7	196.4	175.6	162.1	162.1
Special-industry machinery (except metalworking machinery).....	117.8	119.0	119.4	120.9	121.7	122.3	122.6	122.7	122.4	124.2	123.5	123.1	114.9	108.5	108.5
General industrial machinery.....	130.3	131.0	133.2	135.6	137.9	139.9	142.7	143.5	143.7	146.5	146.5	147.5	141.9	138.1	138.1
Office and store machines and devices.....	90.7	91.5	91.6	92.2	92.6	92.8	92.8	92.2	92.6	92.9	92.3	92.9	89.7	84.0	84.0
Service-industry and household machines.....	133.4	132.9	130.4	129.1	130.1	123.1	130.0	129.7	136.5	143.0	146.0	148.4	138.1	123.2	123.2
Miscellaneous machinery parts.....	185.4	185.9	189.3	193.4	195.9	198.7	199.3	200.4	199.5	200.1	198.3	203.4	206.0	185.6	185.6
Electrical machinery.....	825.0	831.3	835.2	842.1	843.6	866.8	839.1	876.9	861.4	849.6	858.7	855.1	860.4	830.7	750.1
Electrical generating, transmission, distribution, and industrial apparatus.....	266.7	266.8	268.6	269.9	270.2	270.2	253.1	278.6	276.7	276.0	277.6	279.3	283.1	273.7	247.8
Electrical appliances.....	27.2	26.1	25.7	27.2	31.3	30.3	30.2	28.6	28.7	29.4	29.1	29.5	28.2	25.4	25.4
Insulated wire and cable.....	21.6	21.6	21.7	22.1	22.4	22.2	21.6	21.0	20.4	21.8	22.0	21.8	21.6	19.3	19.3
Electrical equipment for vehicles.....	48.8	50.3	53.1	55.6	56.2	56.1	55.6	51.3	52.9	54.6	54.3	56.0	54.4	47.0	47.0
Electric lamps.....	22.6	23.0	23.4	23.9	24.3	20.0	24.4	24.9	24.5	25.4	25.8	25.9	23.9	22.5	22.5
Communication equipment.....	410.4	413.6	415.5	410.1	426.2	422.8	430.1	422.8	410.8	413.7	408.8	408.8	401.6	355.4	355.4
Miscellaneous electrical products.....	34.0	33.8	34.1	34.8	36.2	34.6	36.5	36.1	36.3	36.2	35.8	35.3	36.3	32.7	32.7
Transportation equipment.....	994.4	1,013.0	1,012.4	1,067.9	1,124.6	1,146.6	1,149.3	1,135.1	1,036.2	1,104.8	1,127.2	1,173.6	1,187.1	1,189.5	1,124.0
Motor vehicles and equipment.....	491.0	491.7	541.9	565.8	610.4	613.9	597.4	598.7	573.9	614.9	615.8	622.9	574.2	450.0	450.0
Aircraft and parts.....	366.5	396.0	367.2	368.8	372.3	365.7	367.0	364.7	358.4	347.5	358.0	368.1	451.1	479.3	479.3
Aircraft engines and parts.....	204.6	203.5	206.2	207.7	212.0	212.9	211.5	212.4	212.2	214.2	223.5	229.1	268.1	291.5	291.5
Aircraft propellers and parts.....	83.3	82.4	81.2	80.7	79.6	73.9	77.8	74.5	69.8	59.4	82.4	83.3	86.5	89.9	89.9
Other aircraft parts and equipment.....	7.3	7.2	6.8	6.7	6.6	6.5	6.6	6.6	5.9	2.7	8.5	8.5	9.1	12.2	12.2
Ship and boat building and repairing.....	71.3	72.9	73.0	73.7	74.1	72.4	71.1	71.2	70.5	72.2	73.6	77.2	87.4	85.7	85.7
Shipbuilding and repairing.....	117.4	115.6	117.0	116.5	117.3	118.8	118.8	117.8	119.4	111.1	114.7	113.1	118.8	121.4	121.4
Boatbuilding and repairing.....	100.2	99.0	100.4	101.2	100.7	102.9	103.0	102.4	103.2	91.4	93.0	90.9	99.9	105.1	105.1
Railroad equipment.....	17.2	16.6	16.6	15.8	16.6	15.9	15.8	15.4	16.2	16.7	21.7	22.2	18.9	16.3	16.3
Other transportation equipment.....	31.2	32.4	35.9	37.1	39.5	42.6	43.3	36.4	44.5	45.6	46.7	44.7	37.1	36.1	36.1
Instruments and related products.....	210.3	210.7	211.4	215.3	218.2	222.0	222.9	225.4	226.1	223.4	227.5	227.7	229.8	222.3	205.3
Laboratory, scientific and engineering instruments.....	35.0	35.1	35.8	35.9	36.1	36.0	36.2	35.9	35.8	35.7	35.8	36.0	35.1	31.8	31.8
Mechanical measuring and controlling instruments.....	61.6	62.2	62.7	62.7	62.6	63.3	64.2	64.7	64.4	66.2	66.4	66.8	62.4	55.8	55.8
Optical instruments and lenses.....	11.9	11.8	12.1	12.4	12.5	12.6	12.4	12.5	12.3	12.7	12.7	12.7	10.7	9.4	9.4
Surgical, medical, and dental instruments.....	29.7	29.8	29.7	29.8	29.8	30.0	29.8	30.1	30.1	30.4	30.2	30.4	28.7	27.3	27.3
Ophthalmic goods.....	18.4	18.7	18.9	19.4	20.2	20.1	20.6	21.0	21.1	21.3	21.5	21.7	20.6	18.4	18.4
Photographic apparatus.....	35.7	36.1	36.9	37.7	39.1	39.6	39.6	39.7	39.1	38.7	38.7	38.7	39.3	39.7	39.7
Watches and clocks.....	18.4	17.7	19.2	20.5	21.7	21.3	22.6	22.2	20.6	22.2	22.4	23.6	25.5	22.9	22.9
Miscellaneous manufacturing industries.....	380.6	375.7	372.6	363.5	382.7	405.8	418.0	417.5	410.4	389.1	405.2	397.3	395.1	384.6	361.0
Jewelry, silverware, and plated ware.....	34.7	35.5	35.4	36.4	37.3	38.2	37.5	37.4	35.3	36.5	36.3	36.5	36.1	34.5	34.5
Musical instruments and parts.....	14.3	14.3	14.3	15.3	15.6	15.6	15.6	15.7	14.6	15.2	15.3	15.7	15.0	13.6	13.6
Toys and sporting goods.....	70.7	66.5	59.8	67.6	82.1	89.6	89.1	85.8	80.0	83.5	78.5	73.4	70.7	67.5	67.5
Pens, pencils, other office supplies.....	23.3	23.2	23.3	23.5	24.3	24.9	24.6	24.5	24.0	23.8	23.6	23.4	22.8	22.3	22.3
Costume jewelry, buttons, notions.....	42.7	43.3	42.7	45.1	46.8	48.9	48.5	49.0	45.9	47.8	46.8	47.9	45.8	46.4	46.4
Fabricated plastic products.....	69.7	70.1	6.97	71.6	74.3	74.0	75.1	74.1	71.5	74.8	74.2	74.9	72.9	64.8	64.8
Other manufacturing industries.....	120.3	119.7	118.3	122.9	125.4	126.8	126.8	123.9	117.8	123.6	122.6	123.3	120.3	111.9	111.9
<i>Nondurable goods</i>															
Food and kindred products.....	944.8	932.9	925.1	943.2	984.4	1,035.7	1,112.3	1,170.9	1,142.3	1,064.1	1,015.4	967.4	950.5	1,025.3	1,035.3
Meat products.....	229.8	230.2	237.1	242.4	248.4	245.8	245.3	245.8	243.4	241.5	235.7	232.1	240.6	243.5	243.5
Dairy products.....	59.6	58.2	58.3	59.8	60.4	62.8	65.6	69.0	70.4	70.3	66.7	63.7	65.5	66.7	66.7
Canning and preserving.....	147.4	140.2	141.4	156.6	188.1	254.1	324.8	297.2	219.3	173.1	150.8	152.0	189.2	180.6	180.6
Grain-mill products.....	74.0	73.7	74.7	74.3	74.2	76.9	76.2	77.5	78.3	76.6	75.0	74.4	77.9	79.5	79.5
Bakery products.....	157.7	158.3	158.4	162.0	163.1	165.0	163.8	162.9	165.0	164.4	160.9	161.7	162.1	164.9	164.9
Sugar.....	19.9	19.5	26.2	32.0	36.7	33.6	22.4	20.6	21.3	20.4	19.8	20.8	25.3	25.9	25.9
Confectionery and related products.....	55.1	56.9	57.3	61.0	63.6	64.5	62.4	58.9	62.6	55.3	54.8	55.4	59.4	61.6	61.6
Beverages.....	103.4	101.3	102.1	107.9	110.9	114.3	114.1	115.9	117.8	117.9	112.2	108.9	111.8	112.4	112.4
Miscellaneous food products.....	86.0	86.8	87.7	88.4	90.3	92.3	93.3	94.5	96.0	95.6	91.5	90.5	93.5	94.2	94.2
Tobacco manufactures.....	63.4	68.2	72.1	75.4	78.3	82.0	94.3	97.2	81.2	68.7	67.9	68.3	69.1	78.9	80.1
Cigarettes.....	32.1	32.2	32.4	32.4	32.6	32.7	33.1	33.5	33.4	33.1	32.5	32.6	32.2	31.5	31.5
Cigars.....	21.7	22.3	22.2	23.4	23.9	24.0	23.8	23.6	22.7	23.8	23.7	24.0	25.4	27.4	27.4
Tobacco and snuff.....	4.9	4.9	4.9	5.0	5.1	5.0	5.0	5.2	5.2	5.2	5.2	5.2	5.2	5.4	5.4
Tobacco stemming and re drying.....	9.5	12.7	15.9	17.5	20.4	32.5	35.3	18.9	7.4	5.8	6.9	7.3	15.8	15.8	15.8

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

(In thousands)

Industry	1961					1960										Annual average	
	Apr. ²	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958		
Manufacturing—Continued																	
<i>Nondurable goods—Continued</i>																	
Textile-mill products.....	811.9	807.6	806.2	806.6	819.0	832.3	839.9	849.5	858.6	847.8	866.7	862.9	861.4	873.9	850.8		
Scouring and combing plants.....	4.4	4.4	4.2	4.3	4.3	4.4	4.5	4.7	4.9	4.9	5.0	4.9	4.8	5.0	4.7		
Yarn and thread mills.....	89.4	89.4	89.1	91.0	91.0	91.8	92.9	94.3	96.0	94.9	97.7	97.6	97.7	101.5	96.7		
Broad-woven fabric mills.....	341.5	343.2	344.9	347.5	349.4	351.4	353.8	359.7	360.4	364.7	364.9	370.5	370.5	372.4	372.4		
Narrow fabrics and smallwares.....	23.9	24.0	24.0	24.2	24.5	24.7	25.5	25.7	25.1	25.9	25.6	25.6	25.8	25.9	23.9		
Knitting mills.....	190.9	189.4	188.3	188.5	197.5	201.4	203.1	205.7	196.6	204.6	200.7	196.7	199.7	199.7	186.8		
Dyeing and finishing textiles.....	74.0	73.5	73.8	74.7	75.2	75.4	75.4	76.8	76.7	77.7	77.7	77.7	77.8	76.6	73.7		
Carpets, rugs, other floor coverings.....	34.6	35.1	35.2	35.5	35.9	35.9	35.5	36.3	35.9	36.4	37.2	38.0	38.9	38.9	36.7		
Hats (except cloth and millinery).....	7.5	8.1	8.1	8.2	7.9	7.8	8.2	8.5	8.6	8.9	8.9	8.3	8.9	8.9	9.0		
Miscellaneous textile goods.....	41.4	42.3	43.9	44.8	45.7	45.9	46.0	46.0	44.7	45.8	46.6	45.4	46.9	46.9	43.9		
Apparel and other finished textile products.....	1,032.1	1,070.9	1,063.1	1,037.7	1,051.5	1,079.3	1,078.8	1,094.5	1,107.3	1,059.7	1,083.3	1,079.1	1,082.4	1,080.0	1,027.0		
Men's and boys' suits and coats.....	98.9	100.6	100.8	101.1	101.9	102.9	103.5	104.7	97.8	104.7	103.5	102.3	99.6	95.0			
Men's and boys' furnishings and work clothing.....	369.3	367.7	361.1	366.7	311.9	317.4	325.3	327.6	318.0	326.0	322.9	318.8	308.5	283.9			
Women's outerwear.....	311.6	304.0	293.6	294.6	302.8	291.8	299.3	309.1	294.5	293.9	293.0	300.9	308.0	302.7			
Women's, children's undergarments.....	101.3	100.7	99.0	102.4	105.7	105.1	105.9	105.6	100.5	105.2	105.5	107.5	105.2	101.9			
Millinery.....	21.3	21.3	17.1	15.1	14.3	16.7	16.8	17.5	14.7	11.3	13.0	15.9	16.3	15.7			
Children's outerwear.....	63.6	65.6	63.9	61.7	63.6	63.9	64.3	66.2	67.1	67.9	65.8	61.9	66.3	65.1			
Fur goods.....	4.4	4.5	4.9	5.9	6.7	6.6	6.4	6.0	5.7	5.6	5.2	4.9	7.1	8.2			
Miscellaneous apparel and accessories.....	51.6	51.3	48.5	51.1	55.0	55.0	55.3	55.3	51.2	55.7	53.8	54.4	54.4	50.9			
Other fabricated textile products.....	108.9	107.4	108.8	112.9	117.4	118.4	118.0	115.3	110.4	115.0	116.7	115.8	113.7	103.6			
Paper and allied products.....	434.9	432.5	431.5	434.2	437.2	444.8	448.8	452.1	451.3	444.5	451.8	449.2	448.3	448.6	436.3		
Pulp, paper, and paperboard mills.....	216.7	216.2	217.4	218.7	218.7	221.3	223.1	225.4	226.4	222.2	225.7	222.5	223.1	230.7			
Paperboard containers and boxes.....	114.8	115.1	116.4	118.9	122.7	122.7	124.0	123.8	122.1	119.8	122.0	121.5	121.3	122.9			
Other paper and allied products.....	101.0	100.2	100.4	99.6	100.5	101.7	102.9	102.8	102.5	104.1	104.9	104.5	102.6	96.0			
Printing, publishing, and allied industries.....	571.6	571.7	568.3	571.1	578.8	584.4	584.6	578.4	572.7	568.3	571.9	566.8	567.5	557.5	545.4		
Newspapers.....	163.2	162.1	163.6	166.6	167.2	166.6	165.3	164.2	163.7	165.0	164.0	162.9	161.0	157.2			
Periodicals.....	28.0	27.5	28.2	28.9	28.5	28.6	28.5	27.8	26.6	26.8	27.0	27.7	26.6	25.8			
Books.....	39.4	38.5	38.5	39.0	38.8	39.1	39.3	38.7	38.9	37.6	37.5	37.6	35.6	33.7			
Commercial printing.....	184.8	184.0	184.7	186.6	187.6	187.9	187.1	184.8	183.9	184.5	182.5	184.6	180.2	177.5			
Lithographing.....	52.6	52.0	51.2	53.0	53.3	53.0	52.7	52.1	51.8	52.0	51.8	52.1	50.1	49.7			
Greeting cards.....	13.8	14.0	14.1	15.3	17.0	17.6	16.6	16.4	16.0	16.6	14.6	14.5	15.0	14.2			
Bookbinding and related industries.....	37.4	37.1	36.8	36.6	37.4	37.6	37.8	38.0	37.5	38.0	37.7	37.6	36.3	35.0			
Miscellaneous publishing and printing services.....	52.5	53.1	53.7	53.7	54.6	54.2	51.1	51.0	50.8	51.5	51.8	50.5	52.8	52.6			
Chemicals and allied products.....	540.4	534.1	525.4	527.9	530.8	533.4	538.1	537.4	537.6	536.9	540.4	546.7	551.0	530.9	512.2		
Industrial inorganic chemicals.....	68.2	67.8	68.7	69.3	69.4	69.4	69.4	69.2	69.5	69.5	69.2	69.3	68.4	67.3			
Industrial organic chemicals.....	205.2	202.7	203.7	205.3	206.0	205.8	207.1	210.3	211.3	211.1	210.0	208.9	203.3	191.8			
Drugs and medicines.....	55.2	55.3	55.6	56.0	56.2	56.5	57.2	57.9	58.3	58.3	56.6	56.7	57.1	57.6			
Soap, cleaning and polishing preparations.....	31.9	31.6	31.9	32.0	31.9	32.4	32.5	32.2	31.7	31.3	30.8	30.8	30.3	30.1			
Paints, pigments, and fillers.....	43.1	43.1	43.5	44.0	44.7	45.5	46.1	46.0	46.7	46.6	46.3	46.1	45.4	43.7			
Gum and wood chemicals.....	6.2	6.2	6.1	6.2	6.2	6.3	6.5	6.4	6.4	6.4	6.4	6.4	6.3	6.4			
Fertilizers.....	33.6	27.7	26.6	25.0	23.6	24.6	23.7	21.6	21.6	26.8	34.1	33.7	26.9	26.1			
Vegetable and animal oils and fats.....	25.1	26.5	27.0	28.0	29.0	29.3	26.6	24.1	23.8	23.9	24.9	26.5	27.2	26.1			
Miscellaneous chemicals.....	65.6	64.5	64.6	65.0	66.4	68.3	68.6	68.3	67.6	68.3	68.4	67.6	66.0	63.1			
Products of petroleum and coal.....	143.2	142.9	142.0	143.8	145.1	147.2	149.7	150.5	153.5	153.2	155.6	154.0	154.4	155.4	157.0		
Petroleum refining.....	111.9	111.7	112.4	112.9	113.2	114.0	115.1	116.7	117.0	117.6	117.6	116.7	116.3	118.4	121.2		
Coke, other petroleum and coal products.....	31.0	30.3	31.4	32.2	34.0	35.7	35.4	36.8	36.2	36.0	38.0	38.2	38.1	37.0	35.8		
Rubber products.....	181.4	180.9	180.8	187.5	190.6	192.6	197.9	197.8	196.1	191.7	197.9	197.6	200.7	199.4	186.0		
Tires and inner tubes.....	69.4	66.9	70.4	71.5	73.1	73.8	74.5	75.7	75.9	76.6	77.0	78.1	74.0	74.7			
Rubber footwear.....	19.1	18.9	18.3	18.4	17.4	18.5	18.5	18.2	17.6	18.2	18.1	18.5	17.9	16.7			
Other rubber products.....	92.4	95.0	98.8	100.7	102.1	105.6	104.8	102.2	98.2	103.1	102.5	104.1	106.9	94.8			
Leather and leather products.....	306.8	318.1	321.6	318.2	316.6	319.3	318.1	321.2	331.0	322.2	323.2	315.2	315.9	331.6	317.7		
Leather, tanned, curried, and finished.....	28.0	28.4	29.4	29.8	30.0	30.0	30.1	30.4	29.9	30.2	29.7	29.8	32.8	33.7			
Industrial leather belting and packing.....	3.6	3.7	3.7	3.6	3.6	3.6	3.6	3.5	3.2	3.2	3.1	3.3	3.8	3.1			
Boot and shoe cut stock and findings.....	17.9	18.1	18.5	17.4	16.8	16.1	16.0	17.2	17.3	17.3	16.6	16.6	17.4	16.2			
Footwear (except rubber).....	216.7	219.7	218.1	215.6	213.6	211.4	215.4	222.8	218.9	218.9	212.3	213.7	213.7	213.8			
Luggage.....	11.3	11.3	11.3	11.5	13.4	14.3	14.1	15.0	14.1	13.8	13.5	13.3	13.0	12.5			
Handbags and small leather goods.....	28.4	29.1	27.3	27.6	29.2	29.5	28.2	28.0	25.9	26.0	26.0	26.5	27.3	26.1			
Gloves and miscellaneous leather goods.....	12.2	11.3	9.9	11.1	12.7	13.2	13.8	14.1	12.9	13.8	14.0	13.7	13.6	12.3			

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

[In thousands]

Industry	1961					1960								Annual average	
	Apr. ²	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958
Transportation and public utilities:															
Other public utilities.....	527	526	528	531	531	533	538	540	544	537	529	530	534	537	
Gas and electric utilities.....	506.3	506.1	507.9	510.1	510.3	511.8	517.0	517.9	522.1	515.7	508.0	508.9	513.0	515.4	
Electric light and power utilities.....	216.1	216.0	216.6	217.3	217.3	218.1	220.7	223.2	224.4	221.6	218.2	218.9	221.8	223.2	
Gas utilities.....	138.1	138.0	138.9	139.3	139.3	139.4	140.7	137.2	140.2	139.0	136.9	137.6	138.0	137.5	
Electric light and gas utilities combined.....	152.1	152.1	152.4	153.5	153.7	154.3	155.6	157.5	157.5	155.1	152.9	152.4	153.2	155.7	
Local utilities, not elsewhere classified.....	30.2	30.1	30.2	30.6	30.6	30.6	31.0	31.4	31.7	31.1	30.9	30.9	30.9	30.4	
Wholesale and retail trade:															
Wholesale trade.....	2,642	2,649	2,662	2,710	2,712	2,715	2,704	2,705	2,693	2,687	2,670	2,679	2,651	2,622	
Wholesalers, full-service and limited-function.....	1,576.5	1,581.9	1,591.7	1,631.3	1,629.0	1,631.6	1,628.9	1,632.7	1,625.1	1,621.8	1,606.3	1,612.6	1,588.8	1,536.7	
Automotive.....	119.3	119.4	119.8	120.8	121.0	122.1	122.9	123.5	123.2	122.3	121.0	120.5	117.5	110.0	
Groceries, food specialties, beer, wines, and liquors.....	281.6	283.1	283.9	289.6	289.0	283.0	279.9	279.6	280.4	278.9	277.9	279.8	276.9	272.2	
Electrical goods, machinery, hardware, and plumbing equipment.....	375.2	377.1	379.0	383.0	386.0	387.5	390.1	393.8	394.7	394.0	392.4	392.6	388.1	382.1	
Other full-service and limited-function wholesalers.....	800.4	802.3	809.0	837.9	833.0	839.0	836.0	835.8	826.8	826.6	815.0	819.7	806.3	772.4	
Wholesale distributors, other.....	1,065.8	1,067.1	1,070.6	1,078.9	1,082.6	1,083.6	1,074.7	1,072.2	1,067.7	1,065.4	1,063.7	1,066.7	1,061.8	1,084.9	
Retail trade.....	1,328.3	1,282.8	1,367.4	1,912.4	1,546.3	1,443.9	1,395.2	1,344.5	1,328.4	1,359.5	1,362.4	1,407.7	1,383.6	1,334.7	
General merchandise stores.....	843.8	820.6	870.2	1,232.0	995.9	918.5	876.6	847.2	842.9	861.3	859.4	872.0	882.6	855.9	
Department stores and general mail-order houses.....	484.5	462.2	488.2	679.5	550.4	525.4	518.6	497.3	485.5	498.2	503.0	535.7	501.0	478.8	
Other general merchandise stores.....	1,484.3	1,491.2	1,495.1	1,538.3	1,515.5	1,510.9	1,497.7	1,496.0	1,518.4	1,513.4	1,508.6	1,512.6	1,485.3	1,483.2	
Food and liquor stores.....	1,117.9	1,126.4	1,129.9	1,154.0	1,143.0	1,138.2	1,122.3	1,114.1	1,131.3	1,129.0	1,126.2	1,127.8	1,102.0	1,078.7	
Grocery, meat, and vegetable markets.....	179.8	178.3	178.3	181.8	181.4	182.7	188.4	193.7	194.7	192.4	188.7	185.8	190.1	198.5	
Dairy-product stores and dealers.....	186.6	186.5	186.9	202.5	191.1	190.0	187.0	188.2	192.4	192.0	193.7	199.0	193.2	206.0	
Other food and liquor stores.....	684.9	689.3	696.1	730.0	715.8	715.7	717.4	723.1	728.1	729.4	722.5	730.0	699.8	677.2	
Automotive and accessories dealers.....	548.5	518.6	555.5	689.1	591.6	575.4	562.5	529.5	542.8	571.7	570.2	623.8	554.7	542.0	
Apparel and accessories stores.....	2,056.1	2,059.5	2,084.4	2,194.8	2,131.2	2,131.6	2,134.6	2,131.6	2,139.7	2,129.0	2,095.4	2,096.5	2,090.3	2,056.7	
Other retail trade (except eating and drinking places).....	347.6	347.9	354.0	374.8	365.8	364.6	358.0	356.3	357.9	356.9	358.7	358.4	356.5	354.3	
Furniture and appliance stores.....	370.5	367.6	377.0	408.9	384.1	386.1	385.7	378.1	377.9	378.2	371.6	375.4	357.7	337.0	
Drug stores.....															

¹ For comparability of data with those published in issues prior to August 1958 and coverage of the series, see footnote 1, table A-2.

² Production and related workers include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in fabricating, processing, assembling, inspection, receiving, storage, handling, packing, ware-

housing, shipping, maintenance, repair, janitorial, watchman services, product development, auxiliary production for plant's own use (e.g., power plant), and recordkeeping and other services closely associated with the aforementioned production operations.

³ Preliminary.

TABLE A-4. Unemployment insurance and employment service programs, selected operations ¹

[All items except average benefit amounts are in thousands]

Item	1961			1960									
	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.
Employment service: ²													
New applications for work.....	895	949	1,065	820	881	858	811	839	788	1,008	811	782	836
Nonfarm placements.....	417	342	365	378	430	517	584	556	461	537	534	511	450
State unemployment insurance programs: ³													
Initial claims ⁴	1,709	1,919	2,381	2,175	1,744	1,363	1,206	1,407	1,426	1,197	1,162	1,232	1,357
Insured unemployment ⁵ (average weekly volume).....	3,168	3,394	3,266	2,639	2,039	1,678	1,598	1,657	1,696	1,588	1,682	1,939	2,209
Rate of insured unemployment ⁷	7.8	8.4	8.1	6.6	5.1	4.2	4.0	4.2	4.3	4.0	4.3	4.9	5.7
Weeks of unemployment compensated.....	13,334	11,935	11,975	9,105	7,054	5,861	6,238	6,435	5,848	6,365	6,570	7,527	9,114
Average weekly benefit amount for total unemployment.....	\$34.37	\$34.45	\$34.34	\$34.18	\$34.01	\$33.73	\$33.54	\$32.90	\$32.37	\$32.33	\$32.24	\$32.50	\$32.39
Total benefits paid.....	\$461,543	\$399,264	\$397,609	\$300,204	\$251,114	\$189,591	\$201,805	\$206,276	\$183,775	\$198,938	\$204,885	\$337,391	\$287,142
Unemployment compensation for ex-service-men: ⁸													
Initial claims ⁴	35	33	39	36	33	29	27	32	30	27	22	23	29
Insured unemployment ⁵ (average weekly volume).....	91	91	86	71	59	50	49	52	49	45	45	54	61
Weeks of unemployment compensated.....	370	355	355	279	227	190	210	235	180	195	197	230	272
Total benefits paid.....	\$11,618	\$11,002	\$11,017	\$8,597	\$7,016	\$5,870	\$6,445	\$6,850	\$5,470	\$5,957	\$6,004	\$7,032	\$8,345
Unemployment compensation for Federal civilian employees: ⁹													
Initial claims ⁴	12	13	19	14	14	14	12	13	15	12	12	11	12
Insured unemployment ⁵ (average weekly volume).....	40	41	40	35	33	30	28	30	30	29	30	33	38
Weeks of unemployment compensated.....	160	162	164	142	131	115	120	130	107	125	126	144	173
Total benefits paid.....	\$5,504	\$5,534	\$5,605	\$4,817	\$4,464	\$3,634	\$4,059	\$4,418	\$3,546	\$4,383	\$4,205	\$4,799	\$5,730
Railroad unemployment insurance:													
Applications ¹¹	10	13	38	21	23	20	99	31	51	6	5	6	59
Insured unemployment (average weekly volume).....	106	113	123	103	95	82	107	65	61	39	45	54	63
Number of payments ¹²	270	342	266	226	194	192	227	152	97	104	104	133	164
Average amount of benefit payment ¹³	\$81.60	\$80.99	\$82.69	\$82.49	\$81.52	\$77.50	\$80.90	\$78.72	\$75.74	\$71.08	\$72.19	\$74.66	\$77.35
Total benefits paid ¹⁴	\$22,274	\$19,706	\$22,208	\$18,793	\$16,036	\$15,222	\$18,632	\$12,139	\$7,434	\$7,502	\$7,909	\$10,414	\$13,374
All programs: ¹⁵													
Insured unemployment ¹⁶	3,403	3,638	3,515	2,847	2,225	1,839	1,781	1,804	1,826	1,700	1,801	2,078	2,370

¹ Data relate to the United States (including Alaska and Hawaii), except where otherwise indicated.² Includes Guam, Puerto Rico, and the Virgin Islands.³ Includes data for Puerto Rico, beginning January 1961 when the Commonwealth's program became part of the Federal-State UI system.⁴ Initial claims are notices filed by workers to indicate they are starting periods of unemployment. Excludes transitional claims.⁵ Includes interstate claims for Puerto Rico and the Virgin Islands for the entire period.⁶ Number of workers reporting the completion of at least 1 week of unemployment.⁷ The rate is the number of insured unemployed expressed as a percent of the average covered employment in a 12-month period.⁸ Excludes data on claims and payments made jointly with other programs.⁹ Includes Puerto Rico and the Virgin Islands.¹⁰ Excludes data on claims and payments made jointly with State programs.¹¹ An application for benefits is filed by a railroad worker at the beginning of his first period of unemployment in a benefit year; no application is required for subsequent periods in the same year.¹² Payments are for unemployment in 14-day registration periods.¹³ The average amount is an average for all compensable periods, not adjusted for recovery of overpayments or settlement of underpayments.¹⁴ Adjusted for recovery of overpayments and settlement of underpayments.¹⁵ Represents an unduplicated count of insured unemployment under the State, Ex-servicemen and UCPE programs, the Railroad Unemployment Insurance Act, and the Veterans' Readjustment Assistance Act of 1952 (not presented separately in table), which terminated January 31, 1960.

Source: U.S. Department of Labor, Bureau of Employment Security for all items except railroad unemployment insurance, which is prepared by the U.S. Railroad Retirement Board.

B.—Labor Turnover

TABLE B-1. Labor turnover rates, by major industry group¹

[Per 100 employees]

Major industry group	1961					1960									Annual average	
	Mar. ¹	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1960	1959	
	Accessions: Total ²															
Manufacturing.....	2.7	2.7	3.1	1.9	2.3	2.8	3.8	3.8	2.9	3.9	3.2	2.8	2.7	3.6	3.0	
Durable goods.....	2.9	2.8	3.4	2.0	2.3	3.0	4.2	4.1	2.9	3.8	3.2	2.8	2.7	3.8	3.2	
Ordinance and accessories.....	1.7	2.2	2.3	2.1	2.4	3.9	3.3	2.7	2.2	3.2	2.1	1.9	2.1	2.8	2.8	
Lumber and wood products.....	3.2	3.3	4.6	2.0	1.8	3.4	4.1	4.4	4.2	8.3	6.9	8.6	3.7	4.7	4.1	
Furniture and fixtures.....	2.8	2.5	2.8	1.9	2.1	2.7	3.5	5.3	3.5	4.0	4.0	3.5	3.3	4.0	3.4	
Stone, clay, and glass products.....	3.4	3.0	2.4	1.3	1.5	2.2	2.9	3.2	2.6	3.3	2.8	2.8	2.3	3.1	2.9	
Primary metal industries.....	2.9	2.8	3.4	2.1	2.1	2.3	2.9	3.0	2.3	2.4	1.8	1.6	1.7	2.9	2.8	
Fabricated metal products.....	3.8	3.2	4.2	2.3	2.5	3.3	4.3	5.5	2.9	3.9	3.9	3.2	3.0	4.4	3.6	
Machinery (except electrical).....	2.1	2.2	2.7	1.7	1.9	2.1	2.6	2.5	2.3	3.1	2.3	1.9	2.3	3.2	2.5	
Electrical machinery.....	2.4	2.6	3.2	1.8	2.3	2.8	3.5	3.4	2.7	3.8	2.8	2.1	2.5	3.6	2.8	
Transportation equipment.....	2.9	3.2	3.9	2.4	3.3	4.3	8.2	6.3	3.1	3.5	3.3	3.1	3.1	4.6	4.0	
Instruments and related products.....	1.3	1.5	1.6	1.3	1.6	1.5	1.8	2.9	1.6	3.0	2.0	1.8	1.7	2.5	1.9	
Miscellaneous manufacturing.....	5.3	4.3	5.0	2.2	2.8	3.7	3.5	5.6	4.8	5.2	4.9	4.8	5.1	4.8	4.0	
Nondurable goods ⁴	2.5	2.5	2.5	1.8	2.2	2.5	3.1	3.3	2.9	4.1	3.3	2.8	2.6	3.1	2.7	
Food and kindred products.....	3.1	3.3	3.5	2.9	3.2	3.8	4.5	4.0	3.9	5.4	4.6	4.4	3.1	4.1	3.8	
Tobacco manufactures.....	1.0	1.2	1.4	.5	.9	1.4	1.8	2.6	1.5	1.7	2.5	1.3	1.4	1.8	1.6	
Textile-mill products.....	3.2	2.5	2.5	1.6	2.2	2.6	2.8	3.5	2.9	3.5	3.3	2.8	3.1	4.2	3.4	
Apparel and other finished textile products.....	2.7	3.5	3.1	1.8	2.2	2.7	3.9	4.2	3.8	4.2	4.0	3.4	3.4	4.2	3.4	
Paper and allied products.....	1.7	1.6	2.0	1.2	1.5	1.9	2.6	2.4	2.4	4.0	2.5	2.2	2.1	2.6	2.1	
Chemicals and allied products.....	1.3	1.2	1.2	1.0	1.0	1.3	1.8	1.8	1.6	3.3	1.7	1.4	1.6	1.8	1.3	
Products of petroleum and coal.....	.5	.8	.8	.4	.5	.7	.9	1.1	.8	1.8	1.2	.7	.8	1.0	.7	
Rubber products.....	2.5	1.9	2.6	1.4	1.6	2.2	2.9	3.6	1.9	3.1	2.7	1.7	1.8	2.7	2.6	
Leather and leather products.....	3.5	3.6	4.0	3.7	4.4	3.9	3.7	4.2	4.0	6.1	5.1	3.0	3.1	4.1	3.3	
Nonmanufacturing.....																
Metal mining.....		2.7	4.3	1.7	1.5	2.1	3.4	2.7	2.8	4.0	3.6	6.0	3.9	2.7	2.6	
Anthracite mining.....		2.8		3.6	1.4	1.5	1.5	2.4	1.5	1.8	1.0	1.1	1.0	1.6	1.6	
Bituminous coal mining.....	1.7	1.2	1.5	1.0	1.2	1.0	1.2	2.7	1.0	.9	1.0	1.2	.9	2.3	1.2	
Accessions: New hires																
Manufacturing.....	1.0	0.9	1.0	0.7	1.0	1.5	1.9	1.9	1.7	2.3	1.7	1.4	1.5	2.0	1.3	
Durable goods.....	.9	.8	.9	.7	.9	1.5	1.8	1.8	1.5	2.1	1.6	1.4	1.4	2.0	1.3	
Ordinance and accessories.....	.8	1.1	1.2	1.1	1.4	2.6	1.9	1.7	1.6	1.6	1.4	1.2	1.5	1.9	1.7	
Lumber and wood products.....	1.7	1.4	1.9	1.1	1.1	2.6	3.6	3.6	3.8	6.3	5.5	3.7	2.6	3.7	2.7	
Furniture and fixtures.....	1.4	.9	1.0	.9	1.2	1.8	2.7	4.4	2.7	2.7	2.6	2.1	2.3	2.8	1.7	
Stone, clay, and glass products.....	.7	.5	.6	.4	.6	1.1	1.3	1.4	1.3	2.1	1.5	1.2	1.2	1.8	.9	
Primary metal industries.....	.4	.3	.4	.3	.3	.4	.6	.6	.4	.7	.5	.6	.8	1.6	.5	
Fabricated metal products.....	1.1	.8	.9	.6	.9	1.5	1.9	2.0	1.4	2.0	1.7	1.4	1.5	2.1	1.4	
Machinery (except electrical).....	.7	.7	.8	.5	.7	.9	1.2	1.3	1.1	1.7	1.2	1.1	1.4	1.8	.9	
Electrical machinery.....	1.0	1.0	1.0	.7	1.2	1.7	2.2	1.8	1.4	2.1	1.3	1.0	1.4	2.2	1.4	
Transportation equipment.....	.7	.9	.9	.6	1.1	2.0	1.9	1.6	1.1	1.4	1.2	1.1	.9	1.5	1.3	
Instruments and related products.....	.7	.9	.9	.6	.9	1.0	1.2	1.7	1.2	2.3	1.3	1.4	1.2	1.9	.9	
Miscellaneous manufacturing.....	1.8	1.6	1.6	1.1	1.6	2.5	3.9	4.2	3.2	3.5	2.6	2.3	2.5	3.0	1.9	
Nondurable goods ⁴	1.1	1.0	1.1	.8	1.1	1.5	2.0	2.1	1.9	2.7	1.9	1.6	1.5	2.0	1.3	
Food and kindred products.....	1.0	.9	1.1	1.0	1.3	2.0	2.5	2.3	2.3	3.1	2.2	1.7	1.4	2.0	1.5	
Tobacco manufactures.....	.5	.4	.7	.2	.4	.9	1.2	1.2	.7	1.0	1.3	.6	.5	1.1	.8	
Textile-mill products.....	1.4	1.0	1.1	.7	1.1	1.4	1.8	2.2	1.9	2.4	2.0	1.7	1.7	2.1	1.5	
Apparel and other finished textile products.....	1.6	1.5	1.6	.8	1.3	1.9	2.9	3.2	2.9	2.9	2.8	2.6	2.6	3.0	1.8	
Paper and allied products.....	.9	.7	.8	.6	.9	1.3	1.8	1.7	1.7	3.0	1.8	1.5	1.3	1.9	1.3	
Chemicals and allied products.....	.8	.7	.6	.5	.7	.8	1.4	1.2	1.2	2.6	1.2	1.0	1.1	1.3	.8	
Products of petroleum and coal.....	.2	.3	.3	.2	.3	.5	.6	.6	.6	1.3	.8	.5	.4	.6	.3	
Rubber products.....	.6	.5	.6	.3	.5	.9	1.7	1.4	.8	1.2	.7	.5	.6	1.7	.8	
Leather and leather products.....	1.7	1.7	2.4	2.1	2.0	2.0	2.5	2.8	2.9	4.0	2.6	1.6	1.6	2.6	1.7	
Nonmanufacturing.....																
Metal mining.....		1.0	1.2	.9	1.0	1.4	1.7	1.2	1.7	2.6	2.2	2.4	1.7	1.4	.7	
Anthracite mining.....		.2	.8	1.5	.2	.2	.3	.9	.2	.5	.1	.1	.2	.3	.4	
Bituminous coal mining.....	.2	.3	.8	.2	.4	.5	.4	.5	.4	.5	.5	.4	.3	.4	.2	

See footnotes at end of table

TABLE B-1. Labor turnover rates, by major industry group ¹—Continued

[Per 100 employees]

Major industry group	1961			1960										Annual average	
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1960	1959
	Separations: Total ³														
Manufacturing.....	3.1	3.6	4.3	4.1	3.9	3.8	4.4	4.3	3.6	3.3	3.3	3.6	3.7	3.4	3.6
Durable goods.....	3.2	4.1	4.9	4.5	4.2	4.0	4.6	4.6	4.0	3.7	3.6	3.9	4.1	3.5	3.9
Ordnance and accessories.....	2.6	2.5	2.8	2.4	2.5	2.7	4.1	2.2	2.5	2.8	2.2	3.1	2.2	2.3	2.9
Lumber and wood products.....	3.9	4.0	4.8	5.0	6.7	6.0	6.6	5.7	4.6	4.2	3.9	4.9	5.3	4.6	4.2
Furniture and fixtures.....	3.8	3.3	4.1	4.0	4.6	4.8	4.7	4.1	3.7	3.3	3.6	4.2	3.6	3.7	3.7
Stone, clay, and glass products.....	3.4	3.2	5.0	4.6	3.8	3.1	4.3	3.6	3.2	3.5	2.9	3.1	3.0	2.6	3.5
Primary metal industries.....	2.4	3.2	4.1	4.6	4.7	4.6	4.0	4.3	4.4	4.4	4.4	3.6	3.5	2.3	3.3
Fabricated metal products.....	3.8	5.1	6.9	6.6	4.4	4.9	5.0	5.0	4.9	4.0	3.4	4.4	5.1	4.3	4.3
Machinery (except electrical).....	2.6	2.7	3.1	2.8	2.9	3.2	4.1	3.8	3.0	3.3	3.1	3.2	2.9	2.7	3.3
Electrical machinery.....	2.8	2.9	3.8	3.2	3.4	2.8	3.6	2.9	2.6	3.1	3.1	3.7	4.0	2.8	3.1
Transportation equipment.....	3.9	7.6	7.7	5.3	4.6	4.3	4.8	7.4	6.1	4.2	3.8	4.8	5.4	5.2	5.1
Instruments and related products.....	2.0	1.8	1.9	1.8	2.2	1.7	3.3	2.8	2.2	2.2	2.3	2.1	1.9	2.1	2.4
Miscellaneous manufacturing.....	4.1	4.0	4.9	9.1	6.9	5.3	5.3	5.0	3.6	4.0	3.9	4.9	4.3	4.7	4.7
Nondurable goods ⁴	2.8	2.8	3.2	3.3	3.4	3.4	4.2	3.6	3.0	2.6	2.9	3.1	3.0	3.0	3.0
Food and kindred products.....	3.7	4.2	4.1	4.4	4.4	4.0	5.2	4.5	3.6	3.1	3.7	3.6	4.1	4.0	3.8
Tobacco manufactures.....	1.9	1.6	2.1	1.7	1.6	1.8	1.9	2.3	2.1	1.6	1.5	1.7	2.0	1.9	2.1
Textile-mill products.....	2.9	2.8	3.7	3.5	3.1	3.7	4.5	4.0	3.4	2.8	2.9	3.5	2.9	3.3	3.4
Apparel and other finished textile products.....	2.9	2.8	3.5	3.7	4.4	4.1	4.4	4.4	4.2	3.0	4.0	4.0	3.6	3.8	3.8
Paper and allied products.....	2.1	2.3	2.7	2.8	2.8	2.1	3.2	2.9	2.3	2.3	2.3	2.2	2.4	2.4	2.4
Chemical and allied products.....	1.5	1.4	1.7	1.8	1.9	1.5	3.2	2.0	1.4	1.4	1.3	1.5	1.4	1.6	1.8
Products of petroleum and coal.....	.9	.7	1.2	1.8	1.5	2.3	2.6	1.4	1.6	1.1	.9	1.1	.9	1.1	1.3
Rubber products.....	2.9	4.2	3.9	3.7	3.8	3.4	3.3	3.1	2.3	2.6	2.7	3.8	4.1	2.5	2.7
Leather and leather products.....	4.6	3.8	3.6	3.4	3.5	5.0	4.8	4.8	3.4	3.3	4.2	4.6	4.8	3.9	3.7
Nonmanufacturing.....		2.4	7.2	6.2	4.3	3.6	4.3	3.7	3.3	3.2	2.7	2.6	3.1	2.6	3.9
Metal mining.....		2.5	4.2	3.7	3.1	3.1	3.9	1.8	7.7	3.8	3.1	3.2	1.1	2.9	4.3
Anthracite mining.....															
Bituminous coal mining.....	4.0	3.2	1.5	5.0	2.0	1.9	1.8	3.3	10.0	2.1	4.0	3.8	1.9	3.6	2.8
	Separations: Quits														
Manufacturing.....	0.7	0.6	0.7	0.6	0.7	1.0	1.9	1.5	1.1	1.1	1.1	1.1	1.0	1.3	0.9
Durable goods.....	.6	.5	.6	.5	.6	.9	1.7	1.3	1.0	1.0	1.0	1.0	.9	1.2	.8
Ordnance and accessories.....	.8	.7	.8	.6	.7	.9	1.9	1.1	.9	.8	.8	1.0	.8	1.1	.8
Lumber and wood products.....	.9	1.0	1.2	.9	1.1	1.6	4.0	3.1	2.4	2.4	2.2	2.3	1.8	2.3	1.7
Furniture and fixtures.....	.9	.7	.9	.8	.9	1.6	2.6	2.3	1.6	1.5	1.7	1.9	1.4	1.7	1.1
Stone, clay, and glass products.....	.5	.4	.6	.4	.5	.7	1.6	1.1	.8	.8	.8	.7	.7	.9	.7
Primary metal industries.....	.3	.3	.3	.2	.3	.4	.7	.5	.4	.5	.5	.5	.5	.7	.4
Fabricated metal products.....	.6	.4	.5	.4	.5	.8	1.6	1.2	.8	.9	1.0	1.0	.9	1.1	.5
Machinery (except electrical).....	.5	.4	.5	.4	.5	.6	1.2	.9	.7	.8	.8	.9	.8	.9	.6
Electrical machinery.....	.7	.7	.9	.7	.8	1.0	1.8	1.2	.9	1.0	1.0	1.0	1.1	1.3	.8
Transportation equipment.....	.4	.5	.6	.4	.5	.8	1.2	.9	.8	.9	.8	.8	.7	1.0	.8
Instruments and related products.....	.6	.6	.6	.6	.7	.7	1.7	1.2	.8	.9	.8	.9	.8	1.0	.7
Miscellaneous manufacturing.....	.9	1.0	1.0	.9	1.2	1.8	3.0	2.4	1.8	1.6	1.5	1.6	1.5	1.8	1.2
Nondurable goods ⁴.....	.9	.8	.9	.7	1.0	1.2	2.3	1.8	1.4	1.3	1.3	1.3	1.2	1.4	1.0
Food and kindred products.....	.6	.6	.8	.6	.9	1.1	2.1	1.6	1.1	1.1	1.1	1.0	.9	1.2	.9
Tobacco manufactures.....	.6	.8	.9	.6	.7	.9	1.2	1.2	1.2	1.0	.9	.9	.8	1.1	.9
Textile-mill products.....	1.1	.9	1.0	.8	1.0	1.4	2.2	2.1	1.7	1.6	1.6	1.7	1.4	1.6	1.2
Apparel and other finished textile products.....	1.6	1.6	1.7	1.3	1.8	2.3	3.0	3.2	2.8	2.1	2.6	2.4	2.3	2.5	1.7
Paper and allied products.....	.5	.5	.6	.5	.6	.9	2.5	1.5	.9	1.0	1.0	.9	.8	1.2	.8
Chemicals and allied products.....	.4	.4	.5	.4	.4	.6	1.9	1.0	.6	.6	.6	.6	.5	.7	.5
Products of petroleum and coal.....	.2	.2	.2	.2	.3	.4	1.1	.6	.3	.3	.3	.3	.3	.4	.3
Rubber products.....	.5	.4	.5	.4	.5	.6	1.1	.9	.7	.8	.8	.7	.7	.9	.6
Leather and leather products.....	1.7	1.5	1.6	1.4	1.6	1.9	3.0	3.0	2.2	2.2	2.0	1.9	1.6	2.1	1.6
Nonmanufacturing.....		.6	.9	.9	.8	.9	1.8	1.6	1.6	1.2	1.6	1.7	2.1	1.4	1.2
Metal mining.....		.4	(⁵)	.1	.2	.1	.5	.2	.1	.5	.7	.3	.3	.3	.5
Anthracite mining.....															
Bituminous coal mining.....	.3	.2	.2	.2	.2	.3	.4	.3	.4	.2	.3	.3	.2	.3	.3

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group ¹—Continued

[Per 100 employees]

Major industry group	1961					1960								Annual average	
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1959	1958
	Separations: Layoffs														
Manufacturing.....	1.9	2.5	3.0	3.0	2.7	2.2	2.0	2.2	2.0	1.7	1.6	2.0	2.2	1.6	2.3
Durable goods.....	2.1	3.0	3.7	3.5	3.1	2.6	2.2	2.7	2.5	2.1	1.9	2.3	2.6	1.8	2.6
Ordnance and accessories.....	.9	1.1	1.2	1.1	1.2	1.4	1.5	.7	1.3	1.5	1.1	1.7	1.0	.7	1.8
Lumber and wood products.....	2.6	2.5	3.1	3.7	5.1	3.8	1.9	1.9	1.5	1.2	1.1	1.9	2.8	1.7	2.1
Furniture and fixtures.....	2.3	2.0	2.5	2.7	3.2	2.6	1.5	1.2	1.5	1.2	1.1	1.7	1.7	1.4	2.2
Stone, clay, and glass products.....	2.4	2.4	4.0	3.8	2.8	1.9	2.2	1.8	1.9	2.2	1.5	1.8	2.4	1.4	2.5
Primary metal industries.....	1.7	2.4	3.3	3.9	3.9	3.7	3.3	3.6	3.4	3.4	3.4	2.5	2.4	1.0	2.6
Fabricated metal products.....	2.7	4.2	5.8	5.8	3.4	3.5	2.8	3.2	3.5	2.5	1.8	2.9	3.7	2.7	3.1
Machinery (except electrical).....	1.5	1.8	2.1	1.9	2.1	2.1	2.3	2.4	1.8	1.9	1.8	1.8	1.6	1.2	2.4
Electrical machinery.....	1.5	1.6	2.1	1.9	1.9	1.2	1.0	1.1	1.1	1.4	1.4	1.9	2.3	.9	1.9
Transportation equipment.....	3.1	6.7	6.6	4.4	3.5	2.8	2.8	5.8	4.7	2.7	2.4	3.4	4.0	3.6	3.8
Instruments and related products.....	1.0	.7	1.0	.8	1.2	.7	1.2	1.1	1.0	.8	1.0	.8	.7	.6	1.3
Miscellaneous manufacturing.....	2.6	2.5	3.3	7.7	5.2	2.8	1.4	1.7	1.2	1.6	1.7	2.7	2.2	2.3	3.1
Nondurable goods ¹	1.5	1.6	1.8	2.1	2.0	1.7	1.4	1.2	1.1	.8	1.1	1.4	1.4	1.2	1.7
Food and kindred products.....	2.6	3.2	2.9	3.3	3.1	2.3	2.6	2.4	2.0	1.6	2.1	2.1	2.7	2.4	2.5
Tobacco manufactures.....	.9	.6	.9	.8	.7	.5	.4	.6	.7	.2	.4	.5	.8	.6	.9
Textile-mill products.....	1.5	1.5	2.2	2.3	1.7	1.9	1.7	1.4	1.2	.8	.9	1.4	1.0	1.2	1.8
Apparel and other finished textile products.....	1.1	.9	1.5	2.1	2.3	1.5	1.0	.8	.8	.6	1.0	1.1	.9	.9	1.8
Paper and allied products.....	1.1	1.4	1.5	1.8	1.7	1.4	1.0	.8	.8	.7	.8	.8	1.0	.9	1.3
Chemicals and allied products.....	.7	.6	.9	1.1	1.1	.6	.8	.5	.4	.4	.4	.6	.7	.5	1.0
Products of petroleum and coal.....	.5	.2	.3	1.1	.9	1.3	.9	.5	.8	.4	.3	.5	.3	.4	.6
Rubber products.....	2.0	3.3	2.9	2.9	2.9	2.3	1.7	1.7	1.2	1.3	1.5	2.7	2.9	1.1	1.8
Leather and leather products.....	2.5	1.6	1.6	1.4	1.4	2.5	1.1	1.1	.7	.7	1.6	2.1	2.6	1.2	1.8
Nonmanufacturing:															
Metal mining.....		.8	5.4	3.9	2.8	2.0	1.6	1.0	1.1	.3	.2	.2	.5	.6	2.2
Anthracite mining.....		1.5	2.0	4.5	2.4	7.3	1.3	.6	6.1	1.9	1.6	1.8	2	1.7	8.7
Bituminous coal mining.....	3.3	2.7	1.0	4.4	1.4	1.3	1.0	2.6	8.7	2.6	3.5	2.1	1.4	3.1	2.0

¹ Month-to-month changes in total employment in manufacturing and nonmanufacturing industries as indicated by labor turnover rates are not comparable with the changes shown by the Bureau's employment series for the following reasons:

(1) The labor turnover series measures changes during the calendar month, while the employment series measures changes from midmonth to midmonth;

(2) Industry coverage is not identical, as the printing and publishing industry and some seasonal industries are excluded from turnover;

(3) Turnover rates tend to be understated because small firms are not as prominent in the turnover sample as in the employment sample; and

(4) Reports from plants affected by work stoppages are excluded from the

turnover series, but the employment series reflects the influence of such stoppages.

² Preliminary.

³ Beginning with January 1959, transfers between establishments of the same firm are included in total accessions and total separations; therefore, rates for these items are not strictly comparable with prior data. Transfers comprise part of other accessions and other separations, the rates for which are not shown separately.

⁴ Excludes the printing, publishing, and allied industries group, and the following industries: Canning and preserving; women's, misses', and children's outerwear; and fertilizer.

⁵ Less than 0.05.

C.—Earnings and Hours

TABLE C-1. Gross hours and earnings of production workers,¹ by industry

Industry	1961					1960										Annual average	
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1959	1958		
Average weekly earnings																	
Mining.....	\$104.37	\$107.71	\$109.60	\$106.38	\$105.32	\$108.41	\$107.47	\$108.67	\$111.22	\$110.83	\$110.70	\$111.38	\$110.98	\$107.73	\$100.10		
Metal.....	108.94	109.35	110.30	111.79	108.54	110.43	112.74	111.49	111.37	110.27	114.01	113.58	111.30	103.31	96.22		
Iron.....	106.56	106.56	109.74	108.92	106.19	110.21	115.95	113.88	117.67	110.96	120.22	120.80	115.66	107.34	100.27		
Copper.....	115.13	114.97	114.86	117.02	115.18	115.72	116.75	116.24	112.14	115.40	115.54	114.66	114.66	106.17	94.63		
Lead and zinc.....	88.88	92.57	91.43	91.60	87.10	86.79	87.17	88.62	91.66	95.04	94.58	93.71	92.52	90.83	85.93		
Anthracite.....	90.32	106.19	107.90	95.35	94.46	95.22	84.39	94.26	93.80	93.23	82.29	80.88	99.91	84.08	76.01		
Bituminous coal.....	98.15	110.85	112.52	109.54	104.33	111.51	108.23	114.10	121.60	121.60	119.03	122.30	127.29	118.30	102.38		
Crude-petroleum and natural-gas production.....																	
Petroleum and natural-gas production (except contract services).....	117.68	118.48	124.74	114.05	115.18	115.87	116.44	112.44	116.16	113.52	116.03	115.18	113.52	114.93	109.75		
Nonmetallic mining and quarrying.....	95.08	95.68	97.02	95.17	98.18	102.12	101.66	102.87	102.60	101.70	98.78	98.55	92.89	95.48	89.63		
Contract construction.....	119.64	122.40	122.72	115.26	117.29	125.60	123.13	124.31	123.61	121.18	119.58	119.19	115.80	114.82	110.47		
Nonbuilding construction.....	116.79	118.78	120.17	113.39	114.64	128.65	128.42	126.90	124.91	121.06	118.03	117.96	116.91	113.24	109.47		
Highway and street construction.....	104.06	105.03	108.64	101.80	106.75	126.43	123.98	124.26	122.36	117.43	111.90	112.36	108.09	108.09	104.14		
Other nonbuilding construction.....	126.36	128.44	128.95	122.62	122.68	131.02	128.88	129.97	127.80	125.15	123.86	123.51	124.26	118.40	114.26		
Building construction.....	120.41	123.19	123.53	115.56	117.99	125.17	122.40	123.68	123.68	121.24	119.91	119.19	115.00	113.28	110.67		
General contractors.....	109.65	113.56	114.48	106.23	109.02	114.66	112.73	113.62	113.77	111.13	110.26	109.50	104.83	106.39	102.53		
Special-trade contractors.....	125.63	127.78	128.15	120.24	122.82	129.93	127.44	128.32	128.83	125.69	124.93	124.57	120.74	120.27	115.28		
Plumbing and heating.....	135.77	136.32	138.71	133.22	130.32	137.52	134.61	135.58	135.20	134.67	132.68	131.98	130.27	128.65	123.23		
Painting and decorating.....	115.91	118.55	115.55	110.72	113.88	122.11	119.70	119.65	120.70	118.92	116.80	115.58	113.91	113.40	107.95		
Electrical work.....	129.36	134.39	133.60	128.2	135.22	151.9	151.82	150.95	146.38	145.29	147.07	145.69	139.6	139.08	135.97		
Other special-trade contractors.....	116.85	120.36	120.37	110.53	116.25	124.23	121.80	124.55	124.21	121.41	119.70	118.99	112.83	113.80	109.31		
Average weekly hours																	
Mining.....	38.8	39.6	40.0	39.4	39.3	40.3	40.1	40.7	41.5	41.2	41.0	41.1	40.8	40.5	39.1		
Metal.....	40.2	40.5	40.7	41.1	40.2	40.6	41.6	41.4	41.3	42.7	42.7	42.0	40.2	38.8			
Iron.....	36.0	36.0	37.2	37.3	37.0	38.4	40.4	40.1	41.0	38.4	41.6	41.8	40.3	37.4	36.2		
Copper.....	42.8	42.9	42.7	43.5	42.5	42.7	43.4	43.7	42.0	43.9	44.1	44.1	44.1	42.3	39.1		
Lead and zinc.....	39.5	40.6	40.1	40.0	38.2	37.9	37.9	38.7	40.2	41.5	41.3	41.1	40.4	40.1	39.6		
Anthracite.....	33.7	37.0	38.4	34.8	34.6	34.5	30.8	34.4	34.0	33.9	29.6	29.2	36.2	30.9	28.9		
Bituminous coal.....	30.2	33.9	34.2	33.6	32.1	34.1	33.2	35.0	37.3	37.1	36.4	37.4	38.8	36.4	33.9		
Crude-petroleum and natural-gas production.....																	
Petroleum and natural-gas production (except contract services).....	40.3	40.3	42.0	40.3	40.7	40.8	41.0	40.3	40.9	40.4	41.0	40.7	40.4	40.9	40.8		
Nonmetallic mining and quarrying.....	41.7	41.6	42.0	41.2	42.5	44.4	44.2	44.9	45.0	45.2	43.9	43.8	41.1	43.8	43.2		
Contract construction.....	35.5	36.0	36.2	34.1	35.3	37.8	37.2	37.9	37.8	37.4	38.9	38.9	35.0	38.8	36.7		
Nonbuilding construction.....	38.8	39.2	39.4	37.3	38.6	42.6	42.0	42.3	42.2	41.6	40.7	41.1	39.1	40.3	40.1		
Highway and street construction.....	38.4	38.9	38.8	36.1	38.4	43.9	43.5	43.6	43.7	42.7	41.6	42.4	39.0	41.1	41.6		
Other nonbuilding construction.....	39.0	39.4	39.8	38.2	38.7	41.2	40.9	41.0	40.7	40.3	39.7	40.1	39.2	38.4	38.4		
Building construction.....	34.8	35.4	35.6	33.4	34.5	36.6	36.0	36.7	36.7	36.3	36.9	35.9	34.2	35.8	35.7		
General contractors.....	34.7	35.6	36.0	33.3	34.5	36.4	35.9	36.5	36.7	36.2	35.8	35.9	33.6	35.7	35.6		
Special-trade contractors.....	34.8	35.2	35.4	33.4	34.5	36.6	36.0	36.7	36.6	36.3	35.9	35.9	34.4	35.9	35.8		
Plumbing and heating.....	37.3	37.3	37.9	36.6	36.2	38.2	37.6	38.3	38.3	38.1	37.8	37.6	36.8	37.7	37.6		
Painting and decorating.....	33.5	33.3	33.3	32.0	33.2	35.6	35.0	35.4	35.6	35.2	34.6	34.4	33.8	35.0	34.6		
Electrical work.....	38.8	38.5	38.4	37.7	37.8	39.1	38.7	38.9	38.7	38.7	38.5	38.3	38.1	38.4	38.2		
Other special-trade contractors.....	33.2	34.0	34.1	31.4	33.5	35.8	35.1	36.1	35.9	35.5	38.0	35.1	32.8	34.8	34.7		
Average hourly earnings																	
Mining.....	\$2.69	\$2.72	\$2.74	\$2.70	\$2.68	\$2.69	\$2.68	\$2.67	\$2.68	\$2.66	\$2.70	\$2.71	\$2.72	\$2.66	\$2.58		
Metal.....	2.71	2.70	2.71	2.72	2.70	2.72	2.71	2.68	2.69	2.67	2.67	2.66	2.65	2.57	2.48		
Iron.....	2.96	2.96	2.95	2.92	2.87	2.87	2.87	2.84	2.87	2.89	2.89	2.89	2.87	2.87	2.77		
Copper.....	2.69	2.68	2.69	2.69	2.62	2.71	2.66	2.66	2.67	2.63	2.62	2.60	2.58	2.51	2.42		
Lead and zinc.....	2.25	2.28	2.28	2.29	2.28	2.29	2.30	2.29	2.28	2.29	2.29	2.28	2.29	2.26	2.17		
Anthracite.....	2.68	2.87	2.81	2.74	2.73	2.76	2.74	2.74	2.75	2.75	2.78	2.77	2.76	2.75	2.63		
Bituminous coal.....	3.25	3.27	3.29	3.26	3.25	3.27	3.26	3.26	3.26	3.28	3.27	3.27	3.28	3.25	3.02		
Crude-petroleum and natural-gas production.....																	
Petroleum and natural-gas production (except contract services).....	2.92	2.94	2.97	2.83	2.83	2.84	2.84	2.79	2.84	2.81	2.83	2.83	2.81	2.81	2.69		
Nonmetallic mining and quarrying.....	2.28	2.30	2.31	2.31	2.31	2.30	2.30	2.28	2.28	2.25	2.25	2.25	2.26	2.18	2.07		
Contract construction.....	3.37	3.40	3.39	3.38	3.32	3.32	3.31	3.28	3.27	3.24	3.24	3.23	3.30	3.12	3.01		
Nonbuilding construction.....	3.01	3.03	3.05	3.04	2.97	3.02	3.01	3.00	2.96	2.91	2.90	2.87	2.99	2.81	2.73		
Highway and street construction.....	2.71	2.70	2.80	2.82	2.78	2.88	2.85	2.85	2.80	2.75	2.69	2.65	2.71	2.63	2.54		
Other nonbuilding construction.....	3.24	3.26	3.24	3.21	3.17	3.18	3.19	3.17	3.14	3.09	3.12	3.08	3.17	2.99	2.90		
Building construction.....	3.46	3.48	3.47	3.46	3.42	3.42	3.40	3.37	3.37	3.34	3.34	3.33	3.38	3.22	3.10		
General contractors.....	3.16	3.19	3.18	3.19	3.16	3.15	3.14	3.11	3.10	3.07	3.06	3.05	3.12	2.98	2.88		
Special-trade contractors.....	3.61	3.63	3.62	3.60	3.56	3.55	3.54	3.51	3.52	3.49	3.48	3.47	3.51	3.35	3.23		
Plumbing and heating.....	3.64	3.66	3.66	3.64	3.60	3.60	3.58	3.54	3.53	3.54	3.51	3.51	3.54	3.41	3.26		
Painting and decorating.....	3.46	3.50	3.47	3.46	3.43	3.43	3.42	3.38	3.40	3.37	3.37	3.36	3.37	3.24	3.12		
Electrical work.....	4.03	4.01	4.00	3.95	3.95	3.98	3.92	3.89	3.90	3.86	3.85	3.84	3.85	3.73	3.55		
Other special-trade contractors.....	3.52	3.54	3.53	3.52	3.47	3.47	3.47	3.45	3.46	3.42	3.42	3.40	3.44	3.27	3.15		

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1961				1960										Annual average	
	Mar. ¹	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1959	1958	
	Average weekly earnings															
Manufacturing.....	\$90.71	\$90.25	\$90.25	\$89.55	\$90.39	\$91.31	\$91.08	\$90.35	\$91.14	\$91.60	\$91.37	\$89.90	\$90.91	\$89.47	\$83.50	
Durable goods.....	97.57	97.07	97.22	96.97	97.42	98.89	98.15	97.20	97.76	98.98	98.58	97.36	98.74	97.10	90.06	
Nondurable goods.....	82.04	81.02	81.41	80.18	81.48	81.51	81.72	81.77	82.37	82.16	81.35	79.82	79.93	79.60	75.27	
Durable goods																
Ordinance and accessories.....	109.62	109.48	109.48	108.14	109.34	108.27	108.14	105.60	105.20	107.30	107.79	106.49	108.73	105.06	101.43	
Lumber and wood products.....	77.21	76.23	77.60	77.59	77.18	81.58	84.19	81.97	81.35	83.84	81.40	80.20	77.60	79.79	75.41	
Sawmills and planing mills.....	74.30	73.54	74.11	74.30	74.30	77.61	80.00	80.00	79.00	81.18	78.94	77.95	75.27	77.74	73.23	
Millwork, plywood, and prefabricated structural wood products.....	83.18	80.70	80.88	81.54	79.93	83.20	82.56	84.00	82.89	83.37	84.42	82.97	81.95	84.05	79.38	
Wooden containers.....	58.71	58.71	57.51	56.85	59.19	60.89	59.37	60.74	63.14	62.42	62.47	60.70	59.10	59.79	56.88	
Miscellaneous wood products.....	67.57	67.37	66.97	66.36	68.28	69.70	69.19	68.43	68.61	70.55	69.29	68.04	68.38	66.42	63.52	
Furniture and fixtures.....	72.35	71.98	71.24	75.01	74.05	75.55	75.74	75.89	74.40	74.77	74.19	73.82	72.73	74.44	70.31	
Household furniture.....	67.73	67.20	66.33	70.80	69.62	71.10	71.46	71.23	69.30	69.83	69.65	69.83	67.94	70.93	65.76	
Office, public-building, and professional furniture.....	85.81	85.84	84.99	86.43	85.81	88.99	88.58	89.03	88.40	88.40	87.54	86.88	87.74	85.49	79.79	
Partitions, shelving, lockers, and fixtures.....	93.12	94.71	92.88	92.49	94.95	95.83	95.20	97.27	97.68	96.76	94.00	92.10	93.26	91.66	85.87	
Screens, blinds, and miscellaneous furniture and fixtures.....	77.03	75.47	75.86	76.44	77.79	79.95	77.20	77.76	76.57	77.36	76.76	72.91	74.80	73.93	71.56	
Average weekly hours																
Manufacturing.....	39.1	38.9	38.9	38.6	39.3	39.7	39.6	39.8	39.5	40.0	39.9	39.3	39.7	40.3	39.2	
Durable goods.....	39.5	39.3	39.2	39.1	39.6	40.2	39.9	40.0	39.9	40.4	40.4	39.9	40.5	40.8	39.5	
Nondurable goods.....	38.7	38.4	38.4	38.0	38.8	39.0	39.1	39.5	39.6	39.5	39.3	38.6	38.8	39.6	38.8	
Durable goods																
Ordinance and accessories.....	40.6	40.7	40.7	40.2	40.8	40.4	40.5	40.0	40.0	40.8	41.3	40.8	41.5	41.2	40.9	
Lumber and wood products.....	38.8	38.5	38.8	38.6	38.4	39.6	39.9	39.6	39.3	40.5	40.1	39.9	38.8	40.5	39.9	
Sawmills and planing mills.....	38.9	38.5	38.6	38.9	38.9	39.8	40.2	40.2	39.9	41.0	40.9	40.6	39.0	40.7	36.8	
Millwork, plywood, and prefabricated structural wood products.....	39.8	38.8	38.7	39.2	38.8	40.0	39.5	40.0	39.1	39.7	40.2	39.7	39.4	41.0	40.5	
Wooden containers.....	39.4	39.4	38.6	37.9	39.2	39.8	38.3	39.7	41.0	40.8	41.1	40.2	39.4	40.4	39.5	
Miscellaneous wood products.....	40.4	40.1	40.1	39.5	40.4	41.0	40.7	40.5	40.6	41.5	41.0	40.5	40.7	41.0	40.2	
Furniture and fixtures.....	38.9	38.7	38.3	39.9	39.6	40.4	40.5	40.8	40.0	40.2	40.1	39.9	39.1	40.9	39.5	
Household furniture.....	38.7	38.4	37.9	40.0	39.5	40.4	40.6	40.7	39.6	39.9	39.8	39.9	38.6	41.0	36.5	
Office, public-building, and professional furniture.....	40.1	40.3	39.9	40.2	40.1	41.2	41.2	41.8	41.5	41.5	41.1	40.6	41.0	41.1	39.5	
Partitions, shelving, lockers, and fixtures.....	38.8	39.3	38.7	38.7	39.4	39.6	39.5	40.7	40.7	41.0	40.6	39.7	40.2	40.2	38.9	
Screens, blinds, and miscellaneous furniture and fixtures.....	39.5	38.7	38.9	39.2	40.1	41.0	40.0	40.5	40.3	40.5	40.4	39.2	40.0	40.4	40.2	
Average hourly earnings																
Manufacturing.....	\$2.32	\$2.32	\$2.32	\$2.32	\$2.30	\$2.30	\$2.30	\$2.27	\$2.29	\$2.29	\$2.29	\$2.28	\$2.29	\$2.22	\$2.13	
Durable goods.....	2.47	2.47	2.48	2.48	2.46	2.46	2.46	2.43	2.45	2.45	2.44	2.44	2.45	2.38	2.28	
Nondurable goods.....	2.12	2.11	2.12	2.11	2.10	2.09	2.09	2.07	2.08	2.08	2.07	2.06	2.06	2.01	1.94	
Durable goods																
Ordinance and accessories.....	2.70	2.69	2.69	2.69	2.68	2.68	2.67	2.64	2.63	2.63	2.61	2.61	2.62	2.55	2.48	
Lumber and wood products.....	1.99	1.98	2.00	2.01	2.01	2.06	2.11	2.07	2.07	2.07	2.03	2.01	2.00	1.97	1.86	
Sawmills and planing mills.....	1.91	1.91	1.92	1.91	1.91	1.95	1.99	1.99	1.98	1.98	1.93	1.92	1.93	1.91	1.84	
Millwork, plywood, and prefabricated structural wood products.....	2.09	2.08	2.09	2.08	2.06	2.08	2.09	2.10	2.12	2.10	2.10	2.09	2.08	2.05	1.96	
Wooden containers.....	1.49	1.49	1.49	1.50	1.51	1.53	1.55	1.53	1.54	1.53	1.52	1.51	1.50	1.48	1.44	
Miscellaneous wood products.....	1.68	1.68	1.67	1.68	1.69	1.70	1.70	1.69	1.69	1.70	1.69	1.68	1.68	1.62	1.58	
Furniture and fixtures.....	1.86	1.86	1.86	1.88	1.87	1.87	1.87	1.86	1.86	1.86	1.85	1.85	1.86	1.82	1.78	
Household furniture.....	1.75	1.75	1.75	1.77	1.76	1.76	1.76	1.75	1.75	1.75	1.76	1.76	1.76	1.73	1.66	
Office, public-building, and professional furniture.....	2.14	2.13	2.13	2.15	2.14	2.16	2.15	2.13	2.13	2.13	2.13	2.14	2.14	2.08	2.02	
Partitions, shelving, lockers, and fixtures.....	2.40	2.41	2.40	2.39	2.41	2.42	2.41	2.39	2.40	2.36	2.33	2.32	2.32	2.28	2.21	
Screens, blinds, and miscellaneous furniture and fixtures.....	1.95	1.95	1.95	1.95	1.94	1.95	1.93	1.92	1.90	1.91	1.90	1.86	1.87	1.83	1.78	

See footnote: at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1961			1960										Annual average	
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1959	1958
Average weekly earnings															
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Stone, clay, and glass products.....	\$92.63	\$91.54	\$91.54	\$91.48	\$94.02	\$94.07	\$92.75	\$93.89	\$93.02	\$93.07	\$92.64	\$91.08	\$90.57	\$90.83	\$84.80
Flat glass.....	122.30	121.99	124.03	130.29	135.79	133.66	126.54	125.42	124.26	124.97	123.78	124.74	113.46	113.10	
Glass and glassware, pressed or blown.....	94.24	94.07	92.90	91.26	93.60	92.57	91.25	92.88	91.54	92.86	93.15	89.47	91.88	88.13	85.75
Glass products made of purchased glass.....	74.50	74.50	73.91	78.38	79.32	79.10	78.34	74.48	74.84	73.71	72.95	71.82	70.80	73.45	71.55
Cement, hydraulic.....	103.45	101.00	101.65	103.06	105.56	104.75	103.15	103.57	105.71	105.63	104.14	101.18	97.06	98.98	92.92
Structural clay products.....	80.78	79.17	79.97	79.56	81.60	82.01	81.60	83.64	82.22	83.43	83.23	83.03	79.78	80.39	75.25
Pottery and related products.....	82.72	81.81	79.79	80.14	83.76	83.76	80.41	83.28	79.21	82.46	81.70	81.75	81.79	79.80	73.24
Concrete, gypsum, and plaster products.....	93.02	91.24	91.94	90.61	93.50	95.91	95.48	96.36	95.26	94.60	93.74	92.02	87.06	91.06	86.43
Cut-stone and stone products.....	77.49	75.43	75.95	74.67	75.98	78.28	76.73	78.62	75.89	77.27	78.81	77.61	72.20	75.44	73.31
Miscellaneous nonmetallic mineral products.....	96.40	96.24	96.24	96.23	97.04	97.77	97.53	98.49	97.20	96.96	97.44	95.84	98.29	96.93	87.96
Primary metal industries.....	108.68	107.73	107.82	105.28	104.72	106.12	106.78	106.68	108.75	109.70	109.70	112.29	114.29	112.72	100.97
Blast furnaces, steel works, and rolling mills.....	115.13	113.77	114.25	109.34	106.86	109.63	110.60	110.53	113.83	115.74	116.21	122.22	122.80	122.28	108.00
Iron and steel foundries.....	94.63	93.25	92.62	94.12	94.13	95.76	95.76	95.95	97.61	97.61	96.61	95.48	99.00	97.44	85.93
Primary smelting and refining of nonferrous metals.....	108.14	109.89	109.75	110.43	110.83	110.29	111.51	110.43	109.74	108.24	108.47	112.25	108.05	105.93	96.03
Secondary smelting and refining of nonferrous metals.....	96.16	95.20	98.01	94.47	96.48	96.08	95.20	94.40	94.00	93.67	93.06	94.77	95.06	94.16	88.84
Rolling, drawing, and alloying of nonferrous metals.....	113.02	110.60	110.42	108.63	110.42	110.42	110.16	109.89	111.78	110.83	108.84	106.53	107.87	110.62	100.90
Nonferrous foundries.....	102.00	103.17	101.89	101.38	101.09	102.11	101.96	101.96	101.81	101.91	101.80	97.32	100.60	100.28	93.08
Miscellaneous primary metal industries.....	108.53	108.81	108.25	108.64	108.74	109.42	109.42	108.47	109.57	109.85	110.12	110.40	115.05	113.55	102.31
Average weekly hours															
Stone, clay, and glass products.....	40.1	39.8	39.8	39.6	40.7	40.9	40.5	41.0	40.8	41.0	40.9	40.3	39.9	41.1	40.0
Flat glass.....	39.2	39.1	39.5	41.1	42.7	41.9	40.3	40.2	39.7	39.9	39.8	39.8	39.6	41.6	38.6
Glass and glassware, pressed or blown.....	40.1	40.2	39.7	39.0	40.0	39.9	39.5	40.2	39.8	40.2	40.5	38.9	40.3	39.7	39.7
Glass products made of purchased glass.....	38.6	38.6	38.9	40.4	41.1	41.2	40.8	39.2	39.6	39.0	38.6	38.0	37.3	39.7	36.1
Cement, hydraulic.....	40.1	39.3	39.4	40.1	40.6	40.6	40.3	40.3	41.2	41.1	41.0	40.8	39.7	40.9	40.4
Structural clay products.....	39.6	39.0	39.2	39.0	40.0	40.2	40.0	41.0	40.5	41.3	41.0	40.7	39.3	40.6	39.4
Pottery and related products.....	37.6	37.3	36.6	37.1	38.6	38.6	37.4	38.2	36.5	38.0	38.0	38.2	38.4	38.0	35.9
Concrete, gypsum, and plaster products.....	41.9	41.1	41.6	41.0	42.5	43.4	43.4	44.0	44.1	44.0	43.4	42.8	40.5	44.0	43.0
Cut-stone and stone products.....	41.0	39.7	40.4	39.3	40.2	41.2	40.6	41.6	40.8	41.1	41.7	41.5	38.2	41.0	40.8
Miscellaneous nonmetallic mineral products.....	40.0	40.1	40.1	39.6	40.1	40.4	40.3	40.7	40.5	40.4	40.6	40.1	41.3	41.6	39.8
Primary metal industries.....	38.0	37.8	37.7	37.2	37.4	37.9	38.0	38.1	38.7	38.9	38.9	39.4	40.1	40.4	38.1
Blast furnaces, steel works, and rolling mills.....	36.9	36.7	36.5	35.5	35.5	36.3	36.5	36.6	37.2	37.7	38.1	39.3	39.9	39.7	37.5
Iron and steel foundries.....	37.7	37.3	36.9	37.2	37.5	38.0	38.0	38.7	39.2	39.2	38.8	38.5	39.6	40.1	37.2
Primary smelting and refining of nonferrous metals.....	40.5	40.7	40.8	40.9	41.2	41.0	41.3	40.9	41.1	41.0	41.4	42.2	41.4	40.9	40.1
Secondary smelting and refining of nonferrous metals.....	39.9	39.5	40.5	39.2	40.2	40.2	40.0	40.0	40.0	40.2	40.8	40.5	40.8	41.3	40.2
Rolling, drawing, and alloying of nonferrous metals.....	40.8	40.0	40.3	39.5	40.3	40.3	40.2	40.4	41.4	41.2	40.5	39.9	40.4	41.9	40.2
Nonferrous foundries.....	40.0	40.3	39.8	39.6	39.8	40.2	40.3	40.3	40.4	40.6	40.6	39.4	40.4	41.1	39.6
Miscellaneous primary metal industries.....	38.9	39.0	38.8	38.8	39.4	39.5	39.5	39.3	39.7	39.8	39.9	40.0	41.1	41.4	39.2
Average hourly earnings															
Stone, clay, and glass products.....	\$2.31	\$2.30	\$2.30	\$2.31	\$2.31	\$2.30	\$2.29	\$2.29	\$2.28	\$2.27	\$2.27	\$2.26	\$2.27	\$2.21	\$2.12
Flat glass.....	3.12	3.12	3.14	3.17	3.18	3.19	3.14	3.12	3.13	3.14	3.14	3.11	3.15	3.16	2.93
Glass and glassware, pressed or blown.....	2.35	2.34	2.34	2.34	2.34	2.32	2.31	2.31	2.30	2.31	2.30	2.30	2.28	2.22	2.16
Glass products made of purchased glass.....	1.93	1.93	1.90	1.94	1.98	1.92	1.92	1.90	1.89	1.89	1.89	1.89	1.89	1.85	1.58
Cement, hydraulic.....	2.55	2.57	2.58	2.57	2.60	2.58	2.61	2.57	2.59	2.57	2.54	2.48	2.46	2.42	2.30
Structural clay products.....	2.04	2.03	2.04	2.04	2.04	2.04	2.04	2.04	2.03	2.02	2.03	2.04	2.03	1.98	1.91
Pottery and related products.....	2.20	2.18	2.18	2.16	2.17	2.17	2.15	2.18	2.17	2.17	2.15	2.14	2.13	2.10	2.04
Concrete, gypsum, and plaster products.....	2.22	2.22	2.21	2.21	2.20	2.21	2.20	2.19	2.16	2.15	2.16	2.15	2.15	2.09	2.01
Cut-stone and stone products.....	1.89	1.90	1.88	1.90	1.89	1.90	1.89	1.89	1.86	1.88	1.89	1.87	1.89	1.84	1.81
Miscellaneous nonmetallic mineral products.....	2.41	2.40	2.40	2.43	2.42	2.42	2.42	2.42	2.40	2.40	2.40	2.39	2.38	2.33	2.21
Primary metal industries.....	2.86	2.85	2.86	2.83	2.80	2.80	2.81	2.80	2.81	2.82	2.82	2.85	2.85	2.79	2.65
Blast furnaces, steel works, and rolling mills.....	3.12	3.10	3.13	3.08	3.01	3.02	3.03	3.02	3.06	3.07	3.05	3.11	3.08	3.08	2.88
Iron and steel foundries.....	2.51	2.50	2.51	2.53	2.51	2.52	2.52	2.48	2.49	2.49	2.49	2.48	2.50	2.45	2.31
Primary smelting and refining of nonferrous metals.....	2.67	2.70	2.69	2.70	2.69	2.69	2.70	2.70	2.67	2.64	2.62	2.66	2.61	2.50	2.47
Secondary smelting and refining of nonferrous metals.....	2.41	2.41	2.42	2.41	2.40	2.39	2.38	2.36	2.35	2.33	2.33	2.34	2.33	2.28	2.21
Rolling, drawing, and alloying of nonferrous metals.....	2.77	2.75	2.74	2.75	2.74	2.74	2.74	2.72	2.70	2.69	2.68	2.67	2.67	2.64	2.51
Nonferrous foundries.....	2.55	2.56	2.56	2.56	2.54	2.54	2.53	2.53	2.52	2.51	2.50	2.47	2.49	2.44	2.36
Miscellaneous primary metal industries.....	2.79	2.79	2.79	2.80	2.76	2.77	2.77	2.76	2.76	2.76	2.76	2.76	2.80	2.75	2.61

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1961					1960										Annual average	
	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1959	1958		
Manufacturing—Continued																	
Average weekly earnings																	
Durable goods—Continued																	
Fabricated metal products.....	\$97.81	\$96.82	\$97.07	\$96.58	\$98.15	\$100.04	\$100.94	\$100.45	\$99.63	\$100.21	\$99.96	\$98.56	\$98.42	\$97.41	\$90.80		
Tin cans and other tinware.....	114.90	115.87	116.72	114.45	114.90	114.09	115.79	119.28	119.94	118.40	116.47	111.66	108.94	112.36	104.42		
Cutlery, handtools, and hardware.....	92.67	89.15	92.28	93.30	95.27	95.34	94.56	94.77	93.83	93.60	93.90	90.85	92.63	92.25	86.15		
Heating apparatus (except electric) and plumbers' supplies.....	94.47	93.60	92.54	91.06	90.30	92.90	93.30	93.38	92.51	92.98	92.28	89.71	91.42	91.83	87.91		
Fabricated structural metal products.....	99.75	99.40	99.60	99.10	100.94	101.68	102.18	101.84	102.26	102.09	100.86	98.74	97.60	96.72	93.43		
Metal stamping, coating, and engraving.....	99.94	98.42	97.27	98.94	101.24	104.70	109.62	107.17	103.97	107.33	108.00	102.21	105.87	102.88	92.63		
Lighting fixtures.....	85.95	86.33	86.71	86.41	89.04	94.48	93.79	89.24	87.02	91.08	89.60	86.02	88.44	87.72	80.17		
Fabricated wire products.....	92.00	93.32	92.00	89.24	89.72	90.35	90.12	89.60	88.75	88.75	89.39	87.91	90.32	89.60	83.74		
Miscellaneous fabricated metal products.....	95.83	94.47	94.47	93.99	95.52	96.48	94.64	95.91	95.20	95.68	95.75	93.77	98.29	97.44	88.53		
Machinery (except electrical).....	105.06	104.92	104.92	103.74	103.46	104.49	103.57	103.68	105.11	105.88	106.14	104.04	105.47	103.25	94.25		
Engines and turbines.....	114.90	113.81	112.84	114.45	113.65	112.80	113.08	114.90	112.33	114.26	113.15	108.38	112.20	110.42	102.26		
Agricultural machinery and tractors.....	105.72	108.00	106.13	106.27	104.94	104.30	104.66	104.12	102.43	102.80	102.91	102.80	102.82	104.09	95.59		
Construction and mining machinery.....	101.91	101.77	101.12	101.77	101.24	101.49	100.88	100.84	102.00	102.77	102.47	101.05	100.65	101.35	91.59		
Metalworking machinery.....	113.96	113.96	112.61	111.23	109.62	111.25	109.62	110.84	118.30	122.24	123.36	120.37	123.76	114.06	101.38		
Special industry machinery (except metalworking machinery).....	99.88	100.61	100.12	100.21	100.53	101.50	101.02	101.46	102.37	102.61	102.12	99.66	102.43	98.05	89.85		
General industrial machinery.....	102.00	102.51	102.11	100.98	102.11	102.87	102.72	103.22	102.66	103.91	103.18	101.34	101.84	100.94	93.06		
Office and store machines and devices.....	106.25	105.63	106.37	104.65	105.97	106.60	105.30	101.63	105.88	103.42	103.28	101.20	103.12	98.89	98.30		
Service industry and household machines.....	100.19	98.78	100.84	99.54	98.50	98.70	98.46	96.87	96.62	98.65	99.14	98.00	96.62	97.20	90.68		
Miscellaneous machinery parts.....	102.00	101.75	102.26	99.96	100.69	101.85	101.20	100.65	100.25	101.25	100.85	98.70	100.85	101.43	92.73		
Average weekly hours																	
Fabricated metal products.....	39.6	39.2	39.3	39.1	39.9	40.5	40.7	41.0	40.5	40.9	40.8	39.9	40.5	41.1	40.0		
Tin cans and other tinware.....	40.6	40.8	41.1	40.3	40.6	40.6	41.8	42.9	43.3	42.9	42.2	40.9	40.2	42.4	41.6		
Cutlery, handtools, and hardware.....	39.1	38.1	39.1	39.2	40.2	40.4	39.9	40.5	40.1	40.0	40.3	39.5	40.1	41.0	39.7		
Heating apparatus (except electric) and plumbers' supplies.....	39.2	39.0	38.4	38.1	38.1	39.2	39.2	39.4	39.2	39.4	39.1	38.5	38.9	40.1	39.6		
Fabricated structural metal products.....	39.9	39.6	40.0	39.8	40.7	41.0	41.2	41.4	41.4	41.5	41.0	40.3	40.0	40.3	40.1		
Metal stamping, coating, and engraving.....	40.5	38.9	38.6	38.8	39.7	40.9	42.0	41.7	40.3	41.6	41.7	40.4	41.4	41.7	40.1		
Lighting fixtures.....	38.2	38.2	38.2	37.9	39.4	40.9	40.6	40.2	39.2	40.3	40.0	39.1	40.2	40.8	39.3		
Fabricated wire products.....	40.0	40.4	40.0	38.5	39.7	39.8	39.7	40.0	39.8	39.8	39.9	39.6	40.5	41.1	39.5		
Miscellaneous fabricated metal products.....	39.6	39.2	39.2	39.0	39.8	40.2	39.6	40.3	40.0	40.2	40.4	39.9	41.3	42.0	39.7		
Machinery (except electrical).....	40.1	40.2	40.2	39.9	40.1	40.5	40.3	40.5	40.9	41.2	41.3	40.8	41.2	41.3	39.6		
Engines and turbines.....	40.6	40.5	40.3	40.3	40.3	40.0	40.1	40.6	40.7	41.1	40.7	39.7	41.1	41.2	40.1		
Agricultural machinery and tractors.....	39.3	40.0	39.6	39.8	39.6	40.0	40.1	40.2	39.7	40.0	40.2	40.0	39.7	40.5	39.5		
Construction and mining machinery.....	39.5	39.6	39.5	39.6	39.7	39.8	39.4	39.7	40.0	40.3	40.5	40.1	40.1	41.2	39.1		
Metalworking machinery.....	40.7	40.7	40.8	40.3	40.3	40.9	40.6	40.9	42.4	43.5	43.9	43.3	44.2	42.4	39.6		
Special industry machinery (except metalworking machinery).....	40.6	40.9	40.7	40.9	41.2	41.6	41.4	42.1	42.3	42.4	42.2	41.7	42.5	41.9	39.8		
General industrial machinery.....	40.0	40.2	40.2	39.6	40.2	40.5	40.6	40.8	40.9	41.4	41.1	40.7	40.9	41.2	39.6		
Office and store machines and devices.....	40.4	40.7	40.6	40.1	40.6	41.0	40.5	39.7	41.2	40.4	40.8	40.0	40.6	40.2	39.7		
Service industry and household machines.....	39.6	39.2	39.7	39.5	39.4	39.8	39.7	39.7	39.6	40.1	40.3	40.0	39.6	40.5	39.6		
Miscellaneous machinery parts.....	40.0	39.9	40.1	39.2	39.8	40.1	40.0	40.1	40.1	40.5	40.5	39.8	40.5	41.4	39.8		
Average hourly earnings																	
Fabricated metal products.....	\$2.47	\$2.47	\$2.47	\$2.47	\$2.46	\$2.47	\$2.48	\$2.45	\$2.46	\$2.45	\$2.45	\$2.42	\$2.43	\$2.37	\$2.27		
Tin cans and other tinware.....	2.83	2.84	2.84	2.84	2.83	2.81	2.77	2.78	2.77	2.76	2.76	2.73	2.71	2.65	2.51		
Cutlery, handtools, and hardware.....	2.37	2.34	2.36	2.38	2.37	2.36	2.37	2.34	2.34	2.34	2.33	2.30	2.31	2.25	2.17		
Heating apparatus (except electric) and plumbers' supplies.....	2.41	2.40	2.41	2.39	2.37	2.37	2.38	2.37	2.36	2.36	2.36	2.33	2.35	2.29	2.22		
Fabricated structural metal products.....	2.50	2.51	2.49	2.49	2.48	2.48	2.48	2.49	2.47	2.46	2.46	2.45	2.44	2.40	2.33		
Metal stamping, coating, and engraving.....	2.53	2.53	2.52	2.55	2.55	2.56	2.61	2.57	2.58	2.56	2.59	2.53	2.55	2.46	2.31		
Lighting fixtures.....	2.25	2.26	2.27	2.28	2.26	2.31	2.31	2.22	2.22	2.26	2.24	2.20	2.20	2.15	2.04		
Fabricated wire products.....	2.30	2.31	2.30	2.30	2.26	2.27	2.27	2.24	2.23	2.23	2.24	2.22	2.23	2.18	2.12		
Miscellaneous fabricated metal products.....	2.42	2.41	2.41	2.41	2.40	2.40	2.39	2.38	2.38	2.38	2.37	2.35	2.38	2.32	2.23		
Machinery (except electrical).....	2.62	2.61	2.61	2.60	2.58	2.58	2.57	2.55	2.57	2.57	2.57	2.55	2.56	2.50	2.38		
Engines and turbines.....	2.83	2.81	2.80	2.84	2.82	2.82	2.82	2.83	2.76	2.78	2.78	2.73	2.73	2.68	2.55		
Agricultural machinery and tractors.....	2.69	2.70	2.68	2.67	2.65	2.62	2.61	2.59	2.58	2.57	2.56	2.57	2.59	2.57	2.42		
Construction and mining machinery.....	2.58	2.57	2.56	2.57	2.55	2.55	2.56	2.54	2.55	2.55	2.53	2.52	2.51	2.46	2.35		
Metalworking machinery.....	2.80	2.80	2.76	2.76	2.72	2.72	2.70	2.71	2.79	2.81	2.81	2.78	2.80	2.69	2.56		
Special industry machinery (except metalworking machinery).....	2.46	2.46	2.46	2.45	2.44	2.44	2.44	2.41	2.42	2.42	2.42	2.39	2.41	2.34	2.25		
General industrial machinery.....	2.55	2.55	2.54	2.55	2.54	2.54	2.53	2.53	2.51	2.51	2.51	2.49	2.49	2.45	2.35		
Office and store machines and devices.....	2.63	2.62	2.62	2.61	2.61	2.60	2.60	2.56	2.57	2.56	2.55	2.53	2.54	2.46	2.35		
Service industry and household machines.....	2.53	2.52	2.54	2.52	2.50	2.48	2.48	2.44	2.44	2.46	2.46	2.45	2.44	2.40	2.29		
Miscellaneous machinery parts.....	2.55	2.55	2.55	2.55	2.53	2.54	2.53	2.51	2.50	2.50	2.49	2.48	2.49	2.45	2.33		

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1961			1960											Annual average	
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1959	1958	
Average weekly earnings																
Manufacturing—Continued																
Durable goods—Continued																
Electrical machinery.....	\$93.63	\$93.77	\$93.77	\$92.28	\$93.20	\$93.09	\$93.03	\$91.77	\$90.39	\$92.23	\$91.37	\$88.98	\$91.43	\$89.01	\$85.14	
Electrical generating, transmission, distribution, and industrial apparatus.....	98.15	98.00	97.91	97.57	97.11	96.16	96.80	96.80	96.80	96.88	96.24	94.25	96.15	94.19	89.72	
Electrical appliances.....	95.59	94.38	93.56	89.68	90.48	92.00	89.93	90.00	90.62	91.25	91.80	89.17	91.10	89.27	85.36	
Insulated wire and cable.....	87.34	87.57	88.19	85.50	87.76	89.21	87.76	88.20	88.40	89.68	88.62	84.66	89.46	87.18	80.11	
Electrical equipment for vehicles.....	99.18	94.75	96.64	98.94	98.53	101.85	102.77	96.59	98.21	97.32	98.55	95.40	96.53	96.56	89.47	
Electric lamps.....	89.70	89.93	86.33	81.98	89.67	89.65	86.08	87.47	85.25	86.75	87.30	86.41	88.35	88.13	80.67	
Communication equipment.....	90.91	91.20	91.43	89.54	90.45	90.94	90.05	88.80	85.69	89.24	87.34	85.10	88.15	86.86	81.97	
Miscellaneous electrical products.....	88.48	92.52	94.54	91.20	90.72	90.58	86.60	89.62	89.15	88.43	89.65	89.20	89.60	88.94	85.03	
Transportation equipment.....	109.69	109.25	108.14	111.44	112.16	115.49	112.96	108.90	110.15	110.97	111.66	107.59	110.84	107.73	100.69	
Motor vehicles and equipment.....	107.80	105.56	104.81	111.79	113.77	119.39	116.52	108.64	111.20	112.87	113.85	108.23	113.83	110.16	99.96	
Aircraft and parts.....	113.88	114.82	114.13	113.44	112.61	111.93	111.24	110.84	111.97	110.87	110.29	107.07	106.34	106.63	101.91	
Ship and boat building and repairing.....	108.47	108.98	108.31	106.12	105.98	109.53	103.97	108.23	106.90	105.60	105.46	103.49	103.62	101.40	98.00	
Railroad equipment.....	107.26	103.49	106.02	106.39	103.58	108.67	106.96	107.24	107.60	110.65	111.39	110.26	112.13	107.41	100.70	
Other transportation equipment.....	92.06	90.00	87.94	88.69	86.94	88.46	86.75	83.63	84.80	86.36	86.63	84.58	84.10	89.13	82.74	
Average weekly hours																
Electrical machinery.....	39.8	39.9	39.9	39.1	40.0	40.3	40.1	39.9	39.3	40.1	39.9	39.2	40.1	40.5	39.6	
Electrical generating, transmission, distribution, and industrial apparatus.....	39.9	40.0	39.8	39.5	39.8	39.9	40.0	40.0	40.0	40.2	40.1	39.6	40.4	40.6	39.7	
Electrical appliances.....	39.5	39.0	38.5	38.0	39.0	40.0	39.1	39.3	39.4	39.5	39.4	38.6	39.1	39.5	38.8	
Insulated wire and cable.....	41.2	41.5	41.6	39.4	41.2	41.3	41.2	41.8	41.5	42.8	42.2	40.9	42.6	41.9	41.4	
Electrical equipment for vehicles.....	39.2	37.9	38.5	38.8	39.1	40.1	40.3	38.7	39.6	39.4	39.9	39.1	39.4	40.4	38.9	
Electric lamps.....	39.0	39.1	37.7	35.8	39.5	40.2	38.6	39.4	38.4	38.9	39.6	39.1	39.8	40.8	39.3	
Communication equipment.....	39.7	40.0	40.1	39.1	40.2	40.6	40.2	40.0	38.6	40.2	39.7	38.9	39.9	40.4	39.6	
Miscellaneous electrical products.....	39.5	40.4	40.4	40.0	40.5	40.8	40.0	40.1	39.8	39.3	40.2	40.0	40.0	40.8	40.3	
Transportation equipment.....	39.6	39.3	38.9	39.8	40.2	41.1	40.2	39.6	40.2	40.5	40.9	39.7	40.6	40.5	39.8	
Motor vehicles and equipment.....	38.5	37.7	37.3	39.5	40.2	41.6	40.6	38.8	40.0	40.5	41.1	39.5	40.8	40.8	39.2	
Aircraft and parts.....	41.3	41.6	41.5	41.1	41.1	41.0	40.6	40.9	41.1	40.8	41.0	40.1	40.8	40.7	40.6	
Ship and boat building and repairing.....	39.3	39.2	39.1	37.9	38.4	39.4	37.4	39.5	39.3	39.7	40.1	39.5	39.4	39.0	39.3	
Railroad equipment.....	37.9	36.7	37.2	37.2	36.6	38.4	38.2	38.3	38.4	39.1	39.5	39.0	39.6	39.2	38.0	
Other transportation equipment.....	40.2	39.3	38.4	38.3	38.3	38.8	38.9	37.6	38.2	38.9	39.2	38.8	38.4	40.7	39.4	
Average hourly earnings																
Electrical machinery.....	\$2.35	\$2.35	\$2.35	\$2.36	\$2.33	\$2.31	\$2.32	\$2.30	\$2.30	\$2.30	\$2.29	\$2.27	\$2.28	\$2.22	\$2.18	
Electrical generating, transmission, distribution, and industrial apparatus.....	2.46	2.45	2.46	2.47	2.44	2.41	2.42	2.42	2.42	2.41	2.40	2.38	2.38	2.32	2.26	
Electrical appliances.....	2.42	2.42	2.43	2.36	2.32	2.30	2.30	2.29	2.30	2.31	2.33	2.31	2.35	2.26	2.20	
Insulated wire and cable.....	2.12	2.11	2.12	2.17	2.13	2.16	2.13	2.11	2.13	2.12	2.10	2.07	2.10	2.08	2.08	
Electrical equipment for vehicles.....	2.53	2.50	2.51	2.55	2.52	2.54	2.55	2.47	2.48	2.47	2.47	2.44	2.45	2.39	2.30	
Electric lamps.....	2.30	2.30	2.29	2.29	2.27	2.23	2.23	2.22	2.22	2.23	2.21	2.21	2.22	2.16	2.05	
Communication equipment.....	2.29	2.28	2.28	2.29	2.25	2.24	2.24	2.22	2.22	2.22	2.20	2.19	2.21	2.15	2.07	
Miscellaneous electrical products.....	2.24	2.29	2.34	2.28	2.24	2.22	2.24	2.24	2.24	2.25	2.23	2.23	2.24	2.18	2.11	
Transportation equipment.....	2.77	2.78	2.78	2.80	2.79	2.81	2.81	2.75	2.74	2.74	2.73	2.71	2.73	2.66	2.53	
Motor vehicles and equipment.....	2.80	2.80	2.81	2.83	2.83	2.87	2.87	2.80	2.78	2.78	2.77	2.74	2.79	2.70	2.55	
Aircraft and parts.....	2.75	2.76	2.75	2.76	2.74	2.73	2.74	2.71	2.70	2.71	2.69	2.67	2.68	2.62	2.51	
Ship and boat building and repairing.....	2.76	2.78	2.77	2.80	2.76	2.78	2.78	2.74	2.72	2.66	2.63	2.62	2.63	2.60	2.50	
Railroad equipment.....	2.83	2.82	2.85	2.86	2.83	2.83	2.80	2.80	2.81	2.83	2.82	2.82	2.84	2.74	2.63	
Other transportation equipment.....	2.29	2.29	2.29	2.30	2.27	2.28	2.23	2.23	2.22	2.22	2.21	2.18	2.19	2.19	2.10	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1961			1960										Annual average	
	Mar. ¹	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1959	1958
Manufacturing—Continued															
Average weekly earnings															
Durable goods—Continued															
Instruments and related products.....	\$97.53	\$96.64	\$96.88	\$94.47	\$96.63	\$95.99	\$95.44	\$95.99	\$95.75	\$95.65	\$94.77	\$93.43	\$93.88	\$93.25	\$87.38
Laboratory, scientific, and engineering instruments.....	118.28	114.62	119.14	113.83	116.34	116.34	115.51	115.79	115.37	114.95	112.88	110.97	116.75	111.14	103.07
Mechanical measuring and controlling instruments.....	95.68	94.90	94.24	91.80	94.71	92.97	92.04	91.87	92.57	93.90	93.90	92.80	98.06	92.62	86.72
Optical instruments and lenses.....	98.33	97.69	99.72	100.12	101.09	98.81	98.88	97.17	98.77	98.77	98.36	98.36	98.06	92.62	86.72
Surgical, medical, and dental instruments.....	84.02	85.06	84.02	80.85	85.88	86.51	85.68	85.06	85.48	85.89	83.62	81.80	84.66	82.82	78.00
Ophthalmic goods.....	80.98	79.56	77.95	77.32	78.16	77.81	77.95	79.80	78.78	81.20	80.40	79.20	79.18	77.59	71.41
Photographic apparatus.....	109.62	109.76	109.89	110.29	109.69	109.33	108.14	110.27	108.94	107.12	106.34	105.82	106.86	104.65	97.53
Watches and clocks.....	81.39	79.18	76.96	73.46	76.24	77.42	76.43	80.00	79.60	75.01	77.41	75.65	77.03	77.41	73.71
Miscellaneous manufacturing industries															
Jewelry, silverware, and plated ware.....	78.61	78.80	78.41	76.03	78.40	78.20	77.03	77.60	76.44	77.41	77.41	76.05	78.18	76.67	73.26
Musical instruments and parts.....	78.20	78.21	78.41	75.83	84.00	82.37	76.03	79.77	77.22	80.36	80.77	80.16	80.54	79.46	75.70
Toys and sporting goods.....	89.78	90.09	91.35	91.94	94.24	95.34	93.56	90.58	88.66	90.17	87.38	86.58	88.32	88.99	83.79
Pens, pencils, other office supplies.....	74.87	75.65	75.46	69.56	72.13	71.28	71.13	70.89	68.20	69.63	71.16	69.32	71.53	69.17	66.91
Costume jewelry, buttons, notions.....	70.53	71.50	67.89	68.56	71.10	72.80	71.94	72.00	66.06	69.95	72.18	69.95	70.88	70.68	67.72
Fabricated plastics products.....	70.23	70.20	70.23	67.15	71.10	70.71	65.82	68.56	67.64	70.22	68.29	66.33	68.73	68.90	65.18
Other manufacturing industries.....	84.24	83.42	83.01	80.91	83.23	83.44	84.05	83.64	84.05	83.03	83.03	80.40	83.02	83.20	79.17
Other manufacturing industries.....	81.16	81.97	81.37	79.54	80.19	80.19	80.40	80.60	80.79	80.19	81.00	79.59	82.01	79.40	76.04
Average weekly hours															
Instruments and related products.....	40.3	40.1	40.2	39.2	40.6	40.5	40.1	40.5	40.4	40.7	40.5	40.1	40.8	40.9	39.9
Laboratory, scientific, and engineering instruments.....	41.5	40.5	42.1	39.8	42.0	41.7	41.4	41.8	41.5	41.8	41.5	41.1	42.3	42.1	40.9
Mechanical measuring and controlling instruments.....	40.2	40.0	40.1	38.9	40.3	39.9	39.5	39.6	39.9	40.3	40.3	40.0	40.8	40.8	39.6
Optical instruments and lenses.....	40.3	40.2	40.7	41.2	41.6	41.0	41.2	41.0	41.5	41.5	41.5	40.4	41.2	41.0	40.6
Surgical, medical, and dental instruments.....	40.2	40.7	40.2	38.5	40.7	41.0	40.8	40.7	40.9	40.9	40.2	39.9	40.7	40.6	40.0
Ophthalmic goods.....	39.5	39.0	38.4	37.9	38.5	39.1	38.4	39.7	39.0	40.4	40.4	39.8	39.2	40.2	38.6
Photographic apparatus.....	40.3	40.5	40.4	41.0	41.2	41.1	40.5	41.3	40.8	41.2	40.9	40.7	41.1	41.2	40.3
Watches and clocks.....	39.7	39.2	38.1	37.1	38.9	39.7	38.6	40.2	39.7	39.2	38.9	38.4	39.1	39.9	39.0
Miscellaneous manufacturing industries															
Jewelry, silverware, and plated ware.....	39.5	39.6	39.4	38.4	40.0	40.1	39.5	40.0	39.4	39.9	39.9	39.2	40.3	40.3	39.6
Musical instruments and parts.....	39.1	39.5	39.8	38.3	42.0	41.6	38.4	40.7	39.6	41.0	41.0	40.9	41.3	41.6	40.7
Toys and sporting goods.....	39.9	40.4	40.6	40.5	41.7	42.0	41.4	40.8	40.3	40.8	39.9	39.9	40.7	41.2	39.9
Pens, pencils, other office supplies.....	39.2	39.4	39.3	37.4	39.2	39.6	39.3	39.0	38.1	38.9	39.1	38.3	39.3	39.3	38.9
Costume jewelry, buttons, notions.....	39.4	39.5	37.3	38.3	39.5	40.0	39.1	40.0	36.7	39.3	40.1	39.3	39.6	40.1	39.6
Fabricated plastics products.....	38.8	39.0	38.8	37.1	39.5	39.5	37.4	39.4	39.1	39.9	38.8	37.9	39.5	39.6	38.8
Other manufacturing industries.....	40.5	40.3	40.1	38.9	40.6	40.7	41.0	41.0	40.8	40.7	40.9	39.8	41.1	41.6	40.6
Other manufacturing industries.....	39.4	39.6	39.5	38.8	39.5	39.7	39.8	39.9	39.8	39.7	39.9	39.4	40.4	40.1	39.4
Average hourly earnings															
Instruments and related products.....	\$2.42	\$2.41	\$2.41	\$2.41	\$2.38	\$2.37	\$2.38	\$2.37	\$2.37	\$2.35	\$2.34	\$2.33	\$2.35	\$2.28	\$2.19
Laboratory, scientific, and engineering instruments.....	2.85	2.83	2.83	2.86	2.77	2.79	2.79	2.77	2.78	2.75	2.72	2.70	2.76	2.64	2.52
Mechanical measuring and controlling instruments.....	2.38	2.37	2.35	2.36	2.35	2.33	2.33	2.32	2.32	2.33	2.33	2.32	2.33	2.27	2.19
Optical instruments and lenses.....	2.44	2.43	2.45	2.43	2.43	2.41	2.40	2.37	2.38	2.38	2.37	2.33	2.33	2.25	2.18
Surgical, medical, and dental instruments.....	2.09	2.09	2.09	2.10	2.11	2.11	2.10	2.09	2.09	2.10	2.08	2.05	2.08	2.04	1.95
Ophthalmic goods.....	2.05	2.04	2.03	2.04	2.03	1.99	2.03	2.01	2.02	2.01	1.99	1.99	2.02	1.93	1.85
Photographic apparatus.....	2.72	2.71	2.72	2.69	2.66	2.66	2.67	2.67	2.67	2.60	2.60	2.60	2.60	2.54	2.42
Watches and clocks.....	2.05	2.02	2.02	1.98	1.96	1.95	1.98	1.99	1.99	1.99	1.99	1.97	1.97	1.94	1.89
Miscellaneous manufacturing industries															
Jewelry, silverware, and plated ware.....	1.99	1.99	1.99	1.98	1.96	1.95	1.95	1.94	1.94	1.94	1.94	1.94	1.94	1.90	1.85
Musical instruments and parts.....	2.00	1.98	1.97	1.98	2.00	1.98	1.98	1.96	1.95	1.96	1.97	1.96	1.95	1.91	1.86
Toys and sporting goods.....	2.25	2.23	2.22	2.27	2.26	2.27	2.26	2.22	2.20	2.21	2.19	2.17	2.17	2.16	2.10
Pens, pencils, other office supplies.....	1.91	1.92	1.92	1.86	1.84	1.80	1.81	1.81	1.79	1.79	1.82	1.81	1.82	1.76	1.72
Costume jewelry, buttons, notions.....	1.79	1.81	1.82	1.79	1.80	1.82	1.84	1.80	1.80	1.78	1.80	1.78	1.79	1.76	1.71
Fabricated plastics products.....	1.81	1.80	1.81	1.81	1.80	1.79	1.76	1.74	1.73	1.76	1.76	1.75	1.74	1.74	1.68
Other manufacturing industries.....	2.08	2.07	2.07	2.08	2.05	2.05	2.05	2.04	2.06	2.04	2.03	2.02	2.02	2.00	1.95
Other manufacturing industries.....	2.06	2.07	2.06	2.05	2.03	2.02	2.02	2.02	2.03	2.02	2.03	2.02	2.03	1.98	1.93

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1961					1960										Annual average	
	Mar. ¹	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1959	1958		
Average weekly earnings																	
Nondurable goods																	
Food and kindred products.....	\$90.17	\$89.78	\$90.45	\$89.24	\$89.10	\$88.97	\$89.02	\$88.58	\$89.00	\$88.51	\$88.01	\$87.16	\$86.94	\$85.68	\$81.81		
Meat products.....	100.10	99.29	101.56	101.59	102.18	101.11	102.51	99.70	100.94	98.90	99.55	95.74	95.01	97.23	91.08		
Dairy products.....	90.20	90.01	90.01	88.94	89.40	89.40	91.76	90.30	91.79	90.73	89.01	89.21	87.53	86.32	81.90		
Canning and preserving.....	70.12	69.93	68.82	67.71	64.79	72.00	74.69	74.03	70.71	67.86	70.05	69.75	69.75	67.64	66.13		
Grain-mill products.....	97.18	97.65	100.57	99.21	99.44	101.93	99.46	98.35	99.01	94.61	94.18	92.87	94.61	92.66	89.79		
Bakery products.....	89.38	90.23	88.31	88.53	89.91	89.51	89.06	88.48	89.16	88.54	87.05	85.79	85.39	83.21	79.00		
Sugar.....	101.64	103.09	103.26	102.91	102.11	92.64	98.25	96.96	101.92	99.84	97.61	95.98	98.77	93.10	89.73		
Confectionery and related products.....	73.66	73.05	73.42	69.30	70.88	72.85	74.66	73.12	72.10	72.62	71.50	68.92	70.67	68.90	66.30		
Beverages.....	96.94	98.86	97.36	97.61	99.75	99.20	99.29	100.53	102.42	100.37	99.79	100.19	95.16	98.86	92.23		
Miscellaneous food products.....	88.97	90.47	89.79	88.10	90.07	89.67	89.02	86.93	86.74	86.11	85.90	84.85	84.55	84.65	80.95		
Tobacco manufactures.....	66.43	66.59	66.53	69.95	65.00	65.21	63.27	64.81	68.43	71.53	68.58	64.80	59.86	55.40	82.56		
Cigarettes.....	79.08	80.77	80.81	86.69	83.07	82.32	78.58	79.13	80.88	85.07	80.26	77.17	67.47	81.80	77.55		
Cigars.....	52.27	52.56	54.31	54.68	58.26	56.79	55.01	54.72	53.58	54.38	54.43	49.48	53.05	53.02	51.79		
Tobacco and snuff.....	70.31	69.38	70.68	72.52	67.90	70.49	69.19	70.47	67.52	70.46	68.08	66.06	62.10	66.82	62.79		
Tobacco stemming and redrying.....	64.45	53.44	54.29	67.92	45.14	53.26	53.97	49.87	59.93	64.34	61.78	58.32	50.81	52.40	49.92		
Average weekly hours																	
Food and kindred products.....	39.9	39.9	40.2	40.2	40.5	41.0	41.6	41.2	41.1	40.6	40.6	39.8	39.7	40.8	40.7		
Meat products.....	40.2	39.4	40.3	40.8	41.2	41.1	41.5	41.2	41.2	40.7	40.8	39.4	39.1	41.2	40.3		
Dairy products.....	41.0	41.1	41.1	40.8	41.2	41.2	41.9	42.0	42.3	42.2	41.4	41.3	40.9	41.7	42.0		
Canning and preserving.....	37.1	37.8	37.4	36.8	36.4	40.0	42.2	40.9	39.5	37.7	38.7	37.9	37.5	39.1	39.6		
Grain-mill products.....	43.0	43.4	44.5	43.9	44.0	45.1	44.8	44.5	44.8	43.4	43.4	42.6	43.2	43.5	43.8		
Bakery products.....	39.9	40.1	39.6	39.7	40.5	40.5	40.3	40.4	40.9	40.8	40.3	39.9	39.9	40.2	40.1		
Sugar.....	42.0	42.6	44.7	51.2	50.8	42.8	40.6	40.4	41.6	41.6	40.5	40.8	41.5	43.3	44.2		
Confectionery and related products.....	39.6	39.7	39.9	38.5	39.6	40.7	40.8	40.4	39.4	39.9	39.5	38.5	39.7	39.6	39.7		
Beverages.....	39.5	38.9	39.1	39.2	39.9	40.0	40.2	40.7	41.3	40.8	40.4	40.4	39.0	40.5	40.1		
Miscellaneous food products.....	41.0	41.5	41.0	40.6	41.7	41.9	41.6	41.2	41.5	41.4	41.3	40.6	40.6	41.7	41.3		
Tobacco manufactures.....	36.7	37.2	37.8	39.3	37.7	40.5	40.3	37.9	37.6	39.3	38.1	36.0	34.8	39.4	39.1		
Cigarettes.....	37.3	38.1	38.3	40.7	39.0	39.2	37.6	38.6	38.7	40.9	38.4	37.1	33.4	40.9	40.6		
Cigars.....	35.8	36.0	37.2	37.2	39.1	38.9	38.2	38.0	36.7	37.5	37.8	34.6	37.1	37.6	37.8		
Tobacco and snuff.....	37.4	37.5	38.0	39.2	36.7	37.9	37.4	38.3	37.1	38.5	37.2	36.1	34.5	38.4	37.6		
Tobacco stemming and redrying.....	36.3	36.6	37.7	39.4	34.2	43.3	44.6	36.4	36.1	38.3	37.9	36.0	34.1	39.4	35.7		
Average hourly earnings																	
Food and kindred products.....	\$2.26	\$2.25	\$2.25	\$2.22	\$2.20	\$2.17	\$2.14	\$2.15	\$2.18	\$2.18	\$2.19	\$2.19	\$2.19	\$2.10	\$2.01		
Meat products.....	2.49	2.52	2.52	2.49	2.48	2.46	2.47	2.42	2.45	2.43	2.44	2.43	2.43	2.36	2.29		
Dairy products.....	2.20	2.19	2.19	2.18	2.17	2.17	2.19	2.15	2.17	2.15	2.15	2.16	2.14	2.07	1.95		
Canning and preserving.....	1.89	1.85	1.84	1.84	1.78	1.80	1.77	1.81	1.79	1.80	1.81	1.85	1.86	1.73	1.67		
Grain-mill products.....	2.26	2.25	2.26	2.26	2.26	2.26	2.22	2.21	2.21	2.18	2.17	2.18	2.19	2.13	2.05		
Bakery products.....	2.24	2.25	2.23	2.23	2.22	2.21	2.21	2.19	2.18	2.17	2.16	2.15	2.14	2.07	1.97		
Sugar.....	2.42	2.42	2.31	2.01	2.01	2.19	2.42	2.40	2.45	2.40	2.41	2.35	2.38	2.15	2.03		
Confectionery and related products.....	1.86	1.84	1.84	1.80	1.79	1.79	1.83	1.81	1.83	1.82	1.81	1.79	1.78	1.74	1.67		
Beverages.....	2.53	2.49	2.49	2.49	2.50	2.48	2.47	2.47	2.48	2.46	2.47	2.48	2.44	2.39	2.30		
Miscellaneous food products.....	2.17	2.18	2.19	2.17	2.16	2.14	2.14	2.11	2.09	2.08	2.08	2.09	2.09	2.03	1.96		
Tobacco manufactures.....	1.81	1.79	1.76	1.78	1.74	1.61	1.57	1.71	1.82	1.82	1.80	1.80	1.72	1.66	1.60		
Cigarettes.....	2.12	2.12	2.11	2.13	2.13	2.10	2.09	2.05	2.09	2.08	2.09	2.08	2.02	2.00	1.91		
Cigars.....	1.46	1.46	1.46	1.47	1.49	1.46	1.44	1.44	1.46	1.45	1.44	1.43	1.43	1.41	1.37		
Tobacco and snuff.....	1.88	1.85	1.86	1.85	1.85	1.86	1.85	1.84	1.82	1.83	1.83	1.83	1.80	1.74	1.67		
Tobacco stemming and redrying.....	1.50	1.46	1.44	1.47	1.32	1.23	1.21	1.37	1.66	1.68	1.63	1.62	1.49	1.33	1.29		

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1961					1960												Annual average	
	Mar. ¹	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1959	1958				
Manufacturing—Continued																			
Average weekly earnings																			
Nondurable goods—Continued																			
Textile-mill products.....	\$63.41	\$62.76	\$61.56	\$61.88	\$63.18	\$63.24	\$62.05	\$64.31	\$64.31	\$65.53	\$65.36	\$63.76	\$63.83	\$63.43	\$63.29	\$58.29			
Scouring and combing plants.....	72.10	70.18	71.28	66.95	66.78	67.82	67.25	72.45	75.50	74.03	73.15	70.69	70.18	72.16	64.96	\$64.96			
Yarn and thread mills.....	57.53	56.70	55.12	56.10	57.53	56.63	56.02	58.29	58.98	59.74	59.89	59.49	58.59	58.95	52.88	\$52.88			
Broad-woven fabric mills.....	62.72	61.69	61.53	62.17	62.65	62.88	61.92	64.88	65.37	66.58	66.01	64.96	65.12	63.29	56.26	\$56.26			
Narrow fabrics and smallwares.....	66.07	65.90	64.24	63.46	65.07	64.51	64.18	66.80	65.57	68.30	66.80	65.11	66.17	65.53	60.87	\$60.87			
Knitting mills.....	57.29	56.76	54.57	54.57	57.38	57.99	57.15	58.29	57.60	58.67	58.22	55.95	55.48	57.51	54.78	\$54.78			
Dyeing and finishing textiles.....	73.57	74.52	69.92	69.70	71.86	71.20	67.94	70.58	70.62	75.00	74.06	71.28	71.05	71.48	66.83	\$66.83			
Carpets, rugs, other floor coverings.....	78.59	78.59	78.20	78.40	79.56	79.97	79.17	80.75	79.59	79.59	79.60	78.96	79.97	81.51	77.30	\$77.30			
Hats (except cloth and millinery).....	59.62	61.01	62.39	57.80	61.32	59.07	57.59	60.80	57.95	62.63	61.66	58.64	58.49	61.71	58.74	\$58.74			
Miscellaneous textile goods.....	75.62	73.70	75.03	73.91	75.62	76.78	75.64	75.58	75.41	76.53	75.85	73.42	74.37	73.71	68.95	\$68.95			
Apparel and other finished textile products.....	56.76	55.81	54.70	52.44	55.77	56.45	55.93	57.62	56.42	55.90	55.90	53.70	55.85	55.63	53.45	\$53.45			
Men's and boys' suits and coats.....	65.39	66.34	66.91	62.76	67.26	69.52	69.72	72.38	70.67	72.58	69.12	66.40	66.95	65.47	60.37	\$60.37			
Men's and boys' furnishings and work clothing.....	47.30	46.90	46.10	45.28	46.42	47.75	48.55	49.37	49.34	49.37	48.84	47.29	47.35	48.76	46.08	\$46.08			
Women's outerwear.....	61.94	59.31	56.70	53.63	58.45	57.85	57.70	61.08	58.65	59.65	59.00	56.10	59.69	59.51	57.63	\$57.63			
Women's, children's undergarments.....	52.93	51.77	51.48	49.39	52.99	53.65	52.05	52.11	50.26	51.12	51.05	48.99	50.41	51.29	49.55	\$49.55			
Millinery.....	70.67	74.84	63.03	53.94	58.74	69.52	67.04	69.48	67.03	58.86	55.94	54.65	67.13	62.93	64.05	\$64.05			
Children's outerwear.....	51.62	53.73	52.41	46.48	50.84	51.84	50.22	53.42	53.28	53.05	51.62	48.79	51.70	51.10	50.23	\$50.23			
Miscellaneous apparel and accessories.....	53.58	52.27	52.54	50.27	52.33	55.29	53.13	53.95	52.85	52.27	52.27	51.26	52.71	52.54	50.76	\$50.76			
Other fabricated textile products.....	64.57	62.79	62.36	62.53	67.03	66.30	63.08	61.56	63.79	61.94	61.60	58.67	60.96	59.59	58.85	\$58.85			
Average weekly hours																			
Textile-mill products.....	38.9	38.5	38.0	38.2	39.0	38.8	38.3	39.7	39.7	40.2	40.1	39.6	39.4	40.4	38.6	\$38.6			
Scouring and combing plants.....	41.2	40.1	40.5	38.7	38.6	39.2	39.1	41.4	42.9	42.3	41.8	40.8	40.8	42.2	40.6	\$40.6			
Yarn and thread mills.....	38.1	37.3	36.5	37.4	38.1	37.5	37.1	38.6	38.8	39.3	39.4	39.4	38.8	40.1	37.4	\$37.4			
Broad-woven fabric mills.....	39.2	38.8	38.7	39.1	39.4	39.3	38.7	40.3	40.6	41.1	41.0	40.6	40.7	41.1	38.8	\$38.8			
Narrow fabrics and smallwares.....	39.8	39.7	38.7	38.0	38.5	38.4	38.2	40.0	39.5	40.9	40.3	39.7	40.1	40.7	39.2	\$39.2			
Knitting mills.....	37.2	37.1	35.9	35.9	37.5	37.9	37.6	38.6	38.4	38.6	38.3	37.3	38.5	38.6	37.5	\$37.5			
Dyeing and finishing textiles.....	41.1	41.4	39.5	39.5	40.6	40.8	40.6	41.2	40.4	41.9	41.6	40.5	40.6	41.8	40.5	\$40.5			
Carpets, rugs, other floor coverings.....	40.3	40.3	40.1	40.0	40.8	40.5	39.9	37.3	34.7	40.2	40.1	40.3	40.8	41.8	40.9	\$40.9			
Hats (except cloth and millinery).....	35.7	36.1	36.7	34.2	36.5	35.8	34.9	37.3	34.7	37.0	36.7	34.7	35.2	36.3	35.6	\$35.6			
Miscellaneous textile goods.....	39.8	39.2	39.7	38.9	39.8	40.2	39.6	40.2	39.9	40.5	40.2	39.9	40.2	40.5	39.4	\$39.4			
Apparel and other finished textile products.....	35.7	35.1	34.4	33.4	35.3	35.5	35.4	36.7	36.4	36.3	36.3	35.1	35.8	36.6	35.4	\$35.4			
Men's and boys' suits and coats.....	34.6	35.1	35.4	33.2	35.4	36.4	36.5	37.7	38.2	38.2	38.4	37.0	37.4	37.2	34.8	\$34.8			
Men's and boys' furnishings and work clothing.....	35.3	35.0	34.4	34.3	34.9	35.9	36.5	37.4	37.3	37.4	37.0	36.1	35.6	37.8	36.0	\$36.0			
Women's outerwear.....	34.8	33.7	32.4	31.0	33.4	32.5	32.6	34.9	34.3	33.7	34.5	33.0	34.8	34.6	34.1	\$34.1			
Women's, children's undergarments.....	36.5	35.7	35.5	34.3	36.8	37.0	36.4	36.7	35.9	36.0	35.7	34.5	35.5	36.9	36.2	\$36.2			
Millinery.....	37.0	37.8	33.0	29.8	32.1	36.4	35.1	36.0	34.2	32.0	30.4	29.7	35.9	34.2	35.0	\$35.0			
Children's outerwear.....	35.6	36.8	35.9	32.5	35.8	36.0	34.4	37.1	37.0	37.1	36.1	34.6	35.9	36.5	36.4	\$36.4			
Miscellaneous apparel and accessories.....	36.2	35.8	35.5	34.2	35.6	36.8	35.9	36.7	36.2	37.3	36.3	35.6	36.1	37.0	36.0	\$36.0			
Other fabricated textile products.....	38.9	37.6	36.9	37.0	39.2	39.0	38.0	38.0	38.2	38.0	38.3	36.9	38.1	38.2	37.4	\$37.4			
Average hourly earnings																			
Textile-mill products.....	\$1.63	\$1.63	\$1.62	\$1.62	\$1.62	\$1.63	\$1.62	\$1.62	\$1.62	\$1.63	\$1.63	\$1.61	\$1.62	\$1.62	\$1.61	\$1.51			
Scouring and combing plants.....	1.75	1.75	1.76	1.73	1.73	1.73	1.72	1.75	1.78	1.75	1.75	1.72	1.72	1.71	1.60	\$1.60			
Yarn and thread mills.....	1.51	1.52	1.51	1.50	1.51	1.51	1.51	1.52	1.52	1.52	1.51	1.51	1.51	1.47	1.40	\$1.40			
Broad-woven fabric mills.....	1.60	1.59	1.59	1.59	1.60	1.60	1.60	1.61	1.61	1.62	1.61	1.60	1.60	1.61	1.45	\$1.45			
Narrow fabrics and smallwares.....	1.66	1.66	1.66	1.67	1.69	1.68	1.68	1.67	1.66	1.67	1.65	1.64	1.65	1.61	1.49	\$1.49			
Knitting mills.....	1.54	1.53	1.52	1.52	1.63	1.53	1.52	1.51	1.50	1.52	1.52	1.50	1.52	1.49	1.46	\$1.46			
Dyeing and finishing textiles.....	1.79	1.80	1.77	1.76	1.77	1.78	1.76	1.76	1.77	1.79	1.78	1.76	1.75	1.71	1.65	\$1.65			
Carpets, rugs, other floor coverings.....	1.95	1.95	1.95	1.96	1.95	1.96	1.96	1.96	1.97	1.98	1.97	1.96	1.96	1.95	1.89	\$1.89			
Hats (except cloth and millinery).....	1.67	1.69	1.70	1.69	1.68	1.68	1.63	1.67	1.69	1.69	1.68	1.69	1.69	1.70	1.65	\$1.65			
Miscellaneous textile goods.....	1.90	1.88	1.89	1.90	1.90	1.91	1.91	1.88	1.89	1.89	1.88	1.84	1.85	1.82	1.75	\$1.75			
Apparel and other finished textile products.....	1.59	1.59	1.59	1.57	1.58	1.59	1.58	1.57	1.55	1.54	1.54	1.53	1.56	1.52	1.51	\$1.51			
Men's and boys' suits and coats.....	1.89	1.89	1.89	1.89	1.90	1.91	1.91	1.92	1.85	1.90	1.80	1.77	1.79	1.76	1.76	\$1.76			
Men's and boys' furnishings and work clothing.....	1.34	1.34	1.34	1.32	1.33	1.33	1.33	1.32	1.32	1.32	1.32	1.31	1.33	1.29	1.28	\$1.28			
Women's outerwear.....	1.78	1.76	1.75	1.73	1.76	1.78	1.77	1.75	1.71	1.69	1.71	1.70	1.73	1.72	1.69	\$1.69			
Women's, children's undergarments.....	1.45	1.45	1.45	1.44	1.44	1.45	1.43	1.42	1.40	1.42	1.43	1.42	1.42	1.39	1.37	\$1.37			
Millinery.....	1.91	1.98	1.91	1.81	1.83	1.91	1.91	1.93	1.96	1.83	1.84	1.84	1.87	1.84	1.83	\$1.83			
Children's outerwear.....	1.45	1.46	1.46	1.43	1.42	1.44	1.46	1.44	1.44	1.43	1.43	1.41	1.44	1.40	1.38	\$1.38			
Miscellaneous apparel and accessories.....	1.45	1.46	1.48	1.47	1.47	1.50	1.48	1.47	1.46	1.44	1.44	1.44	1.46	1.42	1.41	\$1.41			
Other fabricated textile products.....	1.66	1.67	1.69	1.69	1.71	1.70	1.68	1.62	1.67	1.63	1.61	1.59	1.60	1.56	1.52	\$1.52			

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1961				1960										Annual average	
	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1959	1958	
Average weekly earnings																
Manufacturing—Continued																
Nondurable goods—Continued																
Paper and allied products.....	\$96.08	\$96.74	\$96.28	\$95.35	\$96.37	\$97.71	\$98.14	\$97.75	\$97.33	\$97.13	\$96.05	\$93.63	\$94.30	\$94.16	\$93.83	\$93.83
Pulp, paper, and paperboard mills.....	105.78	105.53	105.29	105.47	105.53	106.76	107.20	106.82	106.87	106.19	104.64	102.15	103.29	102.73	99.10	99.10
Paperboard containers and boxes.....	89.51	88.66	88.22	88.24	88.34	91.10	91.30	90.69	89.99	89.64	88.34	86.43	85.03	87.78	82.41	82.41
Other paper and allied products.....	87.53	86.48	85.44	85.01	85.68	85.06	85.68	85.90	85.49	85.70	86.11	84.26	84.87	83.42	78.96	78.96
Printing, publishing, and allied industries.....	106.88	105.94	106.22	106.31	106.95	107.14	108.08	106.09	106.20	105.54	106.37	103.95	105.05	103.41	97.90	97.90
Newspapers.....	110.28	110.28	110.28	115.16	114.16	113.49	113.49	110.14	111.47	112.10	113.31	110.05	108.72	108.28	103.43	103.43
Periodicals.....	111.44	112.28	114.21	110.92	115.59	117.83	125.38	119.19	120.10	114.09	114.37	115.30	116.57	113.15	102.97	102.97
Books.....	93.44	96.00	93.63	91.10	93.62	93.77	93.53	97.17	92.97	93.43	94.28	91.66	91.43	90.52	85.80	85.80
Commercial printing.....	106.47	104.72	106.35	105.54	106.11	106.92	108.80	105.72	105.18	105.18	105.06	103.53	105.86	102.98	97.22	97.22
Lithographing.....	110.94	108.47	108.47	106.30	107.25	107.64	110.48	112.16	109.97	109.53	110.55	106.23	109.20	106.40	98.81	98.81
Greeting cards.....	74.86	75.08	76.24	71.00	73.68	74.40	73.66	71.55	73.30	69.74	73.53	70.48	73.54	70.07	67.03	67.03
Bookbinding and related industries.....	84.86	85.14	85.03	81.90	83.71	83.93	82.56	82.64	82.60	82.64	81.20	79.92	82.01	80.50	74.96	74.96
Miscellaneous publishing and printing services.....	122.29	120.96	119.11	115.44	118.27	117.66	118.87	116.73	116.61	116.18	115.97	115.06	117.35	116.19	110.75	110.75
Average weekly hours																
Paper and allied products.....	41.8	41.7	41.5	41.1	41.9	42.3	42.3	42.5	42.5	42.6	42.5	41.8	42.1	42.8	41.9	41.9
Pulp, paper, and paperboard mills.....	43.0	42.9	42.8	42.7	42.9	43.4	43.4	43.6	43.8	43.7	43.6	43.1	43.4	43.9	42.9	42.9
Paperboard containers and boxes.....	40.5	40.3	40.1	39.1	40.9	41.6	41.5	41.6	41.2	41.5	40.9	40.2	40.2	41.8	41.0	41.0
Other paper and allied products.....	40.9	40.6	40.3	40.1	40.8	40.7	40.8	41.1	41.1	41.4	41.8	41.1	41.4	41.5	40.7	40.7
Printing, publishing, and allied industries.....	37.9	37.7	37.8	37.7	38.2	38.4	38.6	38.3	38.2	38.1	38.4	37.8	38.2	38.3	37.8	37.8
Newspapers.....	34.9	34.9	34.9	36.1	35.9	35.8	35.8	35.3	35.5	35.7	36.2	35.5	35.3	35.5	35.3	35.3
Periodicals.....	39.8	40.1	40.5	39.9	40.7	41.2	42.5	41.1	41.7	40.6	40.7	40.6	40.9	40.7	39.3	39.3
Books.....	40.1	40.0	39.8	38.6	39.5	39.9	39.8	41.0	39.9	40.1	40.8	40.2	40.1	39.7	39.0	39.0
Commercial printing.....	39.0	38.5	39.1	38.5	39.3	39.6	40.0	39.3	39.1	39.1	39.2	38.7	39.5	39.6	39.2	39.2
Lithographing.....	39.2	38.6	38.6	38.1	39.0	39.0	39.6	40.2	39.7	39.4	40.2	39.2	40.0	39.7	38.9	38.9
Greeting cards.....	38.0	38.5	38.7	36.6	39.4	40.0	39.6	39.1	39.2	37.9	38.1	36.9	38.3	38.5	38.3	38.3
Bookbinding and related industries.....	38.4	38.7	38.3	37.1	38.4	38.5	38.4	38.8	38.6	38.8	38.3	37.7	38.6	38.7	38.0	38.0
Miscellaneous publishing and printing services.....	35.7	38.4	38.3	37.9	38.4	38.2	38.1	37.9	38.4	37.6	37.9	37.6	38.1	38.6	37.8	37.8
Average hourly earnings																
Paper and allied products.....	\$2.32	\$2.32	\$2.32	\$2.32	\$2.30	\$2.31	\$2.32	\$2.30	\$2.29	\$2.28	\$2.26	\$2.24	\$2.24	\$2.20	\$2.12	\$2.12
Pulp, paper, and paperboard mills.....	2.46	2.46	2.46	2.47	2.46	2.46	2.47	2.45	2.44	2.43	2.40	2.37	2.35	2.34	2.24	2.24
Paperboard containers and boxes.....	2.21	2.20	2.20	2.18	2.16	2.19	2.20	2.18	2.16	2.16	2.16	2.15	2.14	2.10	2.01	2.01
Other paper and allied products.....	2.14	2.13	2.12	2.12	2.10	2.09	2.10	2.09	2.08	2.07	2.06	2.05	2.05	2.01	1.94	1.94
Printing, publishing, and allied industries.....	2.82	2.81	2.81	2.82	2.80	2.79	2.80	2.77	2.78	2.77	2.77	2.75	2.75	2.70	2.59	2.59
Newspapers.....	3.16	3.16	3.16	3.19	3.18	3.17	3.17	3.12	3.14	3.14	3.13	3.10	3.08	3.05	2.93	2.93
Periodicals.....	2.80	2.80	2.82	2.78	2.84	2.85	2.95	2.90	2.88	2.81	2.81	2.84	2.85	2.78	2.62	2.62
Books.....	2.38	2.40	2.36	2.36	2.37	2.35	2.35	2.37	2.33	2.33	2.31	2.28	2.28	2.28	2.20	2.20
Commercial printing.....	2.73	2.72	2.72	2.72	2.70	2.70	2.72	2.69	2.69	2.69	2.68	2.67	2.68	2.60	2.48	2.48
Lithographing.....	2.83	2.81	2.81	2.79	2.75	2.75	2.79	2.79	2.77	2.78	2.75	2.71	2.73	2.68	2.54	2.54
Greeting cards.....	1.97	1.95	1.97	1.94	1.87	1.86	1.86	1.83	1.87	1.81	1.93	1.91	1.92	1.82	1.75	1.75
Bookbinding and related industries.....	2.21	2.20	2.22	2.21	2.18	2.18	2.15	2.13	2.14	2.13	2.12	2.12	2.13	2.08	1.97	1.97
Miscellaneous publishing and printing services.....	3.16	3.15	3.11	3.12	3.08	3.08	3.12	3.08	3.12	3.09	3.06	3.06	3.08	3.01	2.93	2.93

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1961					1960										Annual average	
	Mar.	Feb. ²	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1959	1958		
	Average weekly earnings																
Manufacturing—Continued																	
Nondurable goods—Continued																	
Chemicals and allied products.....	\$104.65	\$104.30	\$104.81	\$104.30	\$105.16	\$104.24	\$104.90	\$104.90	\$106.08	\$105.59	\$103.55	\$104.41	\$102.01	\$100.02	\$94.48		
Industrial inorganic chemicals.....	116.60	115.62	117.58	116.75	117.03	117.16	117.16	116.05	117.46	116.20	114.53	117.45	113.02	111.64	104.70		
Industrial organic chemicals.....	111.66	110.98	110.98	111.25	111.65	110.16	110.97	110.42	113.13	112.67	110.77	112.29	108.62	106.81	100.04		
Drugs and medicines.....	96.22	95.58	95.18	93.53	95.75	94.30	95.18	94.02	94.60	94.19	93.73	92.75	92.97	90.58	85.58		
Soap, cleaning and polishing preparations.....	112.48	111.38	111.93	109.89	112.19	113.30	112.19	114.93	111.51	113.82	110.95	108.24	111.72	105.47	100.86		
Paints, pigments, and fillers.....	101.50	99.85	100.50	100.00	101.34	101.34	100.78	101.27	101.11	103.07	102.41	101.19	98.90	98.29	93.25		
Gum and wood chemicals.....	87.99	88.41	91.57	89.46	88.20	88.41	93.09	88.62	93.10	90.29	87.74	86.29	84.20	83.36	80.45		
Fertilizers.....	83.17	80.80	81.94	82.03	80.51	80.94	81.64	80.37	81.90	80.70	79.74	85.44	74.07	78.12	74.03		
Vegetable and animal oils and fats.....	88.54	88.91	91.35	87.81	90.09	90.94	90.35	90.50	92.42	92.17	89.42	87.23	87.96	85.44	82.21		
Miscellaneous chemicals.....	97.12	97.12	97.12	95.44	97.27	96.22	95.99	93.18	95.99	94.77	95.06	95.71	94.89	91.58	87.02		
Products of petroleum and coal.....	121.60	120.80	124.42	119.07	117.97	117.62	120.60	117.62	121.18	119.60	118.03	119.54	116.87	117.38	110.97		
Petroleum refining.....	127.08	126.36	129.90	123.32	122.91	121.80	124.53	120.90	124.84	123.22	123.11	124.23	120.20	121.29	114.90		
Coke, other petroleum and coal products.....	103.34	99.18	104.40	102.96	102.31	104.70	108.52	107.43	109.82	108.36	102.51	105.44	106.49	105.83	97.26		
Rubber products.....	97.15	97.27	98.81	99.58	99.57	101.49	98.28	100.15	103.53	102.72	100.04	94.60	97.71	101.60	92.59		
Tires and inner tubes.....	109.37	110.78	113.54	118.59	114.60	117.00	112.40	114.66	123.71	121.36	117.51	107.38	113.68	120.01	106.04		
Rubber footwear.....	82.92	85.60	82.32	79.00	82.16	82.59	79.18	81.40	82.21	82.82	81.40	77.01	78.61	79.19	76.62		
Other rubber products.....	90.62	90.16	91.01	89.40	92.17	93.78	92.10	92.75	91.66	92.34	90.12	88.43	89.78	92.99	84.59		
Average weekly hours																	
Chemicals and allied products.....	41.2	40.9	41.1	40.9	41.4	41.2	41.3	41.3	41.6	41.9	41.6	42.1	41.3	41.5	40.9		
Industrial inorganic chemicals.....	41.2	41.0	41.4	41.4	41.5	41.4	41.4	41.3	41.8	41.8	41.8	42.4	41.4	41.5	40.9		
Industrial organic chemicals.....	40.9	40.8	40.8	40.9	41.2	40.8	41.1	41.2	41.9	42.2	41.8	41.9	41.3	41.4	40.5		
Drugs and medicines.....	40.6	40.5	40.5	39.8	40.4	40.3	40.5	40.7	40.6	40.6	40.4	40.5	40.6	40.8	40.7		
Soap, cleaning and polishing preparations.....	41.2	40.8	41.0	40.7	41.4	41.5	41.4	42.1	41.3	42.0	41.4	41.0	42.0	41.2	41.0		
Paints, pigments, and fillers.....	40.6	40.1	40.2	40.0	40.7	40.7	40.8	41.0	41.1	41.9	41.8	41.3	40.7	41.3	40.9		
Gum and wood chemicals.....	41.9	41.9	43.4	42.6	41.8	41.9	43.5	42.4	43.3	43.2	42.8	42.3	42.1	42.1	41.9		
Fertilizers.....	45.2	42.8	42.9	42.5	42.6	42.6	42.3	42.3	42.0	42.7	43.1	48.0	40.7	43.4	42.3		
Vegetable and animal oils and fats.....	43.4	43.8	45.0	44.8	46.2	45.4	45.4	43.3	43.8	44.1	43.2	43.4	44.2	44.5	44.2		
Miscellaneous chemicals.....	40.3	40.3	40.3	39.6	40.7	40.6	40.5	40.5	40.5	40.5	40.8	40.9	40.9	40.7	40.1		
Products of petroleum and coal.....	40.4	40.0	41.2	40.5	40.4	40.7	41.3	40.7	41.5	41.1	40.7	40.8	40.3	40.9	40.5		
Petroleum refining.....	40.6	40.5	41.5	40.7	40.7	40.6	41.1	40.3	41.2	40.8	40.9	41.0	40.2	40.7	40.6		
Coke, other petroleum and coal products.....	39.9	38.0	40.0	39.6	39.5	40.9	41.9	41.8	42.4	42.0	40.2	40.4	40.8	41.5	40.2		
Rubber products.....	38.4	38.6	38.9	38.9	39.2	39.5	39.0	39.9	40.6	40.6	39.7	38.3	39.4	41.3	39.4		
Tires and inner tubes.....	36.7	37.3	38.1	39.4	38.2	39.0	38.1	39.0	41.1	40.6	39.7	36.9	38.8	41.1	38.7		
Rubber footwear.....	39.3	40.0	39.2	37.8	39.5	39.9	39.2	40.1	40.3	40.6	40.1	38.7	39.5	40.2	39.7		
Other rubber products.....	39.4	39.2	39.4	38.7	39.9	40.4	39.7	40.5	40.2	40.5	39.7	39.3	39.9	41.7	39.9		
Average hourly earnings																	
Chemicals and allied products.....	\$2.54	\$2.55	\$2.55	\$2.55	\$2.54	\$2.53	\$2.54	\$2.54	\$2.55	\$2.52	\$2.49	\$2.48	\$2.47	\$2.41	\$2.31		
Industrial inorganic chemicals.....	2.83	2.82	2.84	2.82	2.82	2.83	2.83	2.81	2.81	2.78	2.74	2.77	2.73	2.69	2.56		
Industrial organic chemicals.....	2.73	2.72	2.72	2.72	2.71	2.70	2.70	2.68	2.70	2.67	2.65	2.68	2.63	2.58	2.47		
Drugs and medicines.....	2.37	2.36	2.35	2.35	2.37	2.34	2.35	2.31	2.33	2.32	2.32	2.29	2.29	2.22	2.11		
Soap, cleaning and polishing preparations.....	2.73	2.73	2.73	2.70	2.71	2.73	2.71	2.73	2.70	2.71	2.68	2.64	2.66	2.56	2.46		
Paints, pigments, and fillers.....	2.50	2.49	2.50	2.50	2.49	2.49	2.47	2.47	2.46	2.46	2.45	2.45	2.43	2.38	2.28		
Gum and wood chemicals.....	2.10	2.11	2.11	2.10	2.11	2.11	2.14	2.09	2.15	2.09	2.05	2.07	2.00	1.98	1.92		
Fertilizers.....	1.84	1.89	1.91	1.93	1.89	1.90	1.93	1.90	1.95	1.89	1.85	1.78	1.82	1.80	1.75		
Vegetable and animal oils and fats.....	2.04	2.03	2.03	1.96	1.95	1.96	1.99	2.09	2.11	2.09	2.07	2.01	1.99	1.92	1.86		
Miscellaneous chemicals.....	2.41	2.41	2.41	2.41	2.39	2.37	2.37	2.35	2.37	2.34	2.33	2.34	2.32	2.26	2.17		
Products of petroleum and coal.....	3.01	3.02	3.02	2.94	2.92	2.89	2.92	2.89	2.92	2.91	2.90	2.93	2.90	2.87	2.74		
Petroleum refining.....	3.13	3.12	3.13	3.03	3.02	3.00	3.03	3.00	3.03	3.02	3.01	3.03	2.99	2.98	2.83		
Coke, other petroleum and coal products.....	2.59	2.61	2.61	2.60	2.59	2.56	2.59	2.57	2.59	2.58	2.55	2.61	2.61	2.55	2.42		
Rubber products.....	2.53	2.52	2.54	2.56	2.54	2.55	2.52	2.51	2.55	2.53	2.52	2.47	2.48	2.46	2.35		
Tires and inner tubes.....	2.98	2.97	2.98	3.01	3.00	3.00	2.95	2.94	3.01	2.99	2.96	2.91	2.93	2.92	2.74		
Rubber footwear.....	2.11	2.14	2.10	2.09	2.08	2.07	2.02	2.03	2.04	2.04	2.03	1.99	1.99	1.97	1.93		
Other rubber products.....	2.30	2.30	2.31	2.31	2.31	2.32	2.32	2.29	2.28	2.28	2.27	2.25	2.25	2.23	2.12		

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1961			1960												Annual average	
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1959	1958		
Average weekly earnings																	
Manufacturing—Continued																	
Nondurable goods—Continued																	
Leather and leather products.....	\$61.79	\$62.46	\$62.91	\$59.24	\$60.42	\$59.59	\$59.24	\$62.48	\$62.98	\$62.37	\$59.90	\$58.06	\$60.84	\$60.70	\$57.78		
Leather: tanned, curried, and finished.....	83.64	81.96	82.60	82.39	84.07	84.74	84.10	84.56	82.68	86.27	83.07	81.66	81.87	80.94	78.39		
Industrial leather belting and packing.....	80.52	81.90	82.81	79.76	81.58	80.57	78.74	78.74	80.20	78.21	77.03	73.53	76.24	79.56	76.63		
Boot and shoe cut stock and findings.....	59.04	59.63	61.22	58.78	59.94	55.77	54.01	59.03	59.21	59.44	58.25	55.22	57.82	57.30	56.02		
Footwear (except rubber).....	59.50	60.26	61.02	56.76	56.64	55.36	55.65	60.26	61.22	60.00	56.80	55.52	58.56	58.34	54.87		
Luggage.....	67.44	64.44	63.54	57.63	65.62	65.32	68.46	65.18	64.30	66.42	65.07	62.87	63.63	65.18	63.46		
Handbags and small leather goods.....	60.06	59.75	58.97	52.08	60.92	62.17	58.19	58.45	58.14	56.30	57.07	53.61	58.05	56.45	55.54		
Gloves and miscellaneous leather goods.....	54.10	54.24	52.77	54.09	55.13	54.67	53.22	54.62	53.43	54.24	52.71	51.41	52.20	51.89	50.46		
Transportation and public utilities:																	
Transportation:																	
Interstate railroads.....	115.02	108.92	111.04	106.92	108.39	107.18	110.33	107.42	110.42	107.59	107.33	109.82	106.43	101.50			
Class I railroads ³	100.62	101.63	100.20	102.62	99.72	98.83	99.96	100.22	100.22	100.92	99.79	97.78	97.78	94.59	90.82		
Local railroads and busines.....	90.48	90.71	90.48	91.64	92.92	92.00	95.47	89.27	89.95	88.26	87.81	86.36	87.58	85.48	78.72		
Communication:	103.17	102.01	103.00	100.77	100.98	103.70	106.14	103.09	102.37	104.00	97.75	95.30	95.30	95.99	90.06		
Telephone.....	90.48	90.71	90.48	91.64	92.92	92.00	95.47	89.27	89.95	88.26	87.81	86.36	87.58	85.48	78.72		
Telegraph.....	103.17	102.01	103.00	100.77	100.98	103.70	106.14	103.09	102.37	104.00	97.75	95.30	95.30	95.99	90.06		
Other public utilities:																	
Gas and electric utilities.....	112.06	113.29	112.88	114.40	113.30	112.89	115.37	110.16	110.02	109.34	109.34	108.94	108.26	105.78	100.37		
Electric light and power utilities.....	112.19	112.33	112.61	113.57	113.03	111.66	116.89	110.97	109.88	109.61	108.79	108.94	108.34	101.43			
Gas utilities.....	104.49	105.82	105.15	107.23	105.63	106.97	104.04	102.21	102.21	101.15	101.15	101.25	100.55	99.39	94.83		
Electric light and gas utilities combined.....	119.02	120.60	119.48	121.47	120.47	120.64	123.06	115.87	115.34	115.62	116.18	115.62	113.96	110.56	103.63		
Average weekly hours																	
Manufacturing—Continued																	
Nondurable goods—Continued																	
Leather and leather products.....	37.0	37.4	37.9	35.9	36.4	35.9	35.9	38.1	38.4	37.8	36.3	35.4	37.1	37.7	36.8		
Leather: tanned, curried, and finished.....	38.9	38.3	38.6	38.5	39.1	39.6	39.3	39.7	39.0	40.5	39.0	38.7	38.8	39.1	39.0		
Industrial leather belting and packing.....	38.9	39.8	40.2	39.1	39.6	39.3	38.6	38.6	40.1	39.3	39.1	38.1	38.7	40.8	39.7		
Boot and shoe cut stock and findings.....	36.9	37.5	38.5	37.2	37.7	35.3	34.4	37.6	38.2	38.1	37.1	35.4	37.3	37.7	37.1		
Footwear (except rubber).....	36.5	37.2	37.9	35.7	35.4	34.6	35.0	37.9	38.5	37.5	35.5	34.7	36.6	37.4	36.1		
Luggage.....	38.1	36.2	35.9	34.1	38.6	38.2	39.8	38.5	38.5	39.3	38.5	37.2	38.1	38.8	38.0		
Handbags and small leather goods.....	38.5	38.3	37.8	33.6	38.8	39.6	37.3	38.2	38.0	36.8	37.3	35.5	38.7	38.4	38.3		
Gloves and miscellaneous leather goods.....	36.8	36.9	36.9	37.3	37.5	37.7	36.7	37.6	36.1	36.9	36.1	35.7	36.0	36.8	36.0		
Transportation and public utilities:																	
Transportation:																	
Interstate railroads.....	42.6	41.1	41.9	40.5	40.9	40.6	42.6	41.0	42.8	41.7	41.6	42.9	41.9	41.6			
Class I railroads ³	42.1	42.7	42.1	43.3	42.8	42.6	42.9	43.2	43.2	43.5	43.2	42.7	42.7	42.8	42.7		
Local railroads and busines.....	39.0	39.1	39.0	39.5	40.4	40.0	40.8	39.5	39.8	39.4	39.2	38.9	39.1	39.2	38.4		
Communication:	41.6	41.3	41.7	41.3	41.9	42.5	43.5	42.6	42.3	42.8	42.5	41.8	41.8	42.1	41.5		
Telephone.....	39.0	39.1	39.0	39.5	40.4	40.0	40.8	39.5	39.8	39.4	39.2	38.9	39.1	39.2	38.4		
Telegraph.....	41.6	41.3	41.7	41.3	41.9	42.5	43.5	42.6	42.3	42.8	42.5	41.8	41.8	42.1	41.5		
Other public utilities:																	
Gas and electric utilities.....	40.6	40.9	40.9	41.3	41.2	41.2	41.8	40.8	40.9	40.8	40.8	40.5	40.7	41.0	40.8		
Electric light and power utilities.....	40.5	40.7	40.8	41.0	41.1	40.9	42.2	41.1	41.1	41.0	40.9	40.9	40.8	40.9	40.9		
Gas utilities.....	40.5	40.7	40.6	41.4	41.1	41.3	40.8	40.4	40.4	40.3	40.3	40.5	40.5	40.9	40.7		
Electric light and gas utilities combined.....	40.9	41.3	41.2	41.6	41.4	41.6	42.0	40.8	40.9	41.0	41.2	41.0	40.7	41.1	40.8		
Average hourly earnings																	
Manufacturing—Continued																	
Nondurable goods—Continued																	
Leather and leather products.....	\$1.67	\$1.67	\$1.66	\$1.65	\$1.66	\$1.66	\$1.65	\$1.64	\$1.64	\$1.65	\$1.65	\$1.64	\$1.64	\$1.61	\$1.57		
Leather: tanned, curried, and finished.....	2.15	2.14	2.14	2.14	2.15	2.14	2.14	2.13	2.12	2.13	2.13	2.11	2.11	2.07	2.01		
Industrial leather belting and packing.....	2.07	2.06	2.06	2.04	2.06	2.05	2.04	2.04	2.00	1.99	1.97	1.93	1.97	1.95	1.93		
Boot and shoe cut stock and findings.....	1.60	1.59	1.59	1.58	1.59	1.58	1.57	1.57	1.55	1.56	1.57	1.56	1.55	1.52	1.51		
Footwear (except rubber).....	1.63	1.62	1.61	1.59	1.60	1.60	1.59	1.59	1.59	1.60	1.60	1.60	1.60	1.56	1.52		
Luggage.....	1.77	1.78	1.77	1.69	1.70	1.71	1.72	1.68	1.67	1.69	1.69	1.67	1.67	1.68	1.67		
Handbags and small leather goods.....	1.56	1.56	1.56	1.55	1.57	1.57	1.56	1.53	1.53	1.53	1.53	1.51	1.50	1.47	1.45		
Gloves and miscellaneous leather goods.....	1.47	1.47	1.43	1.45	1.47	1.45	1.45	1.45	1.48	1.47	1.46	1.44	1.45	1.41	1.40		
Transportation and public utilities:																	
Transportation:																	
Interstate railroads.....	2.70	2.65	2.65	2.64	2.65	2.64	2.64	2.59	2.62	2.58	2.58	2.58	2.56	2.54	2.44		
Class I railroads ³	2.39	2.38	2.38	2.37	2.33	2.32	2.33	2.32	2.32	2.32	2.31	2.29	2.29	2.21	2.13		
Local railroads and busines.....	2.32	2.32	2.32	2.32	2.30	2.30	2.34	2.26	2.26	2.24	2.24	2.22	2.24	2.18	2.05		
Communication:	2.48	2.47	2.47	2.44	2.41	2.44	2.44	2.42	2.42	2.43	2.43	2.40	2.40	2.38	2.28		
Telephone.....	2.32	2.32	2.32	2.32	2.30	2.30	2.34	2.26	2.26	2.24	2.24	2.22	2.24	2.18	2.05		
Telegraph.....	2.48	2.47	2.47	2.44	2.41	2.44	2.44	2.42	2.42	2.43	2.43	2.40	2.40	2.38	2.28		
Other public utilities:																	
Gas and electric utilities.....	2.76	2.77	2.76	2.77	2.75	2.74	2.76	2.70	2.69	2.68	2.68	2.67	2.66	2.58	2.46		
Electric light and power utilities.....	2.77	2.76	2.76	2.77	2.75	2.73	2.77	2.70	2.70	2.68	2.68	2.66	2.67	2.60	2.48		
Gas utilities.....	2.58	2.60	2.59	2.59	2.57	2.59	2.65	2.53	2.53	2.51	2.51	2.50	2.49	2.43	2.33		
Electric light and gas utilities combined.....	2.91	2.92	2.90	2.92	2.91	2.90	2.93	2.84	2.82	2.82	2.82	2.82	2.80	2.69	2.54		

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1961			1960												Annual average	
	Mar. ¹	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1959	1958		
	Average weekly earnings																
Wholesale and retail trade:	\$93.60	\$93.37	\$94.07	\$93.20	\$93.67	\$93.90	\$94.13	\$93.56	\$94.19	\$93.09	\$92.46	\$91.83	\$91.37	\$90.27	\$87.02		
Wholesale trade.....																	
Retail trade (except eating and drinking places).....	68.26	69.00	69.00	67.11	68.25	68.44	68.43	69.32	69.52	68.80	67.69	67.48	66.95	67.06	64.77		
General merchandise stores.....	49.20	49.35	49.69	49.56	48.53	48.87	49.30	50.26	50.75	49.74	48.87	48.99	48.33	43.37	46.85		
Department stores and general mail-order houses.....	54.90	54.74	55.09	56.00	53.90	54.90	55.71	56.32	56.99	56.00	55.04	55.14	53.69	54.36	52.00		
Food and liquor stores.....	71.89	72.10	72.31	71.25	73.69	72.01	72.27	72.76	73.16	72.16	70.60	70.13	68.89	69.89	67.52		
Automotive and accessories dealers.....	89.12	87.40	88.71	88.48	89.79	89.59	88.24	89.96	91.29	91.29	90.87	91.73	88.91	88.24	83.22		
Apparel and accessories stores.....	62.39	63.85	63.74	63.28	62.61	62.82	62.48	62.65	62.59	62.82	61.56	63.48	60.85	61.90	60.81		
Other retail trade:																	
Furniture and appliance stores.....	76.70	76.14	76.95	79.30	77.74	77.14	77.30	77.49	76.70	77.08	75.07	75.44	74.80	75.76	72.31		
Lumber and hardware supply stores.....	81.51	80.73	81.34	80.12	81.93	83.56	82.94	83.69	83.50	82.88	82.49	81.64	79.49	79.95	77.04		
Finance, insurance, and real estate:																	
Banks and trust companies.....	71.62	71.42	71.81	70.69	70.31	70.69	69.75	69.75	70.31	69.75	69.75	69.94	69.56	68.07	66.57		
Security dealers and exchanges.....	133.41	128.32	117.40	115.76	108.81	112.25	115.61	113.14	117.38	117.16	111.54	113.61	112.67	119.24	106.88		
Insurance carriers.....	89.37	89.22	89.44	88.75	88.50	88.40	87.92	88.34	88.08	87.99	88.15	87.37	87.08	85.79	82.97		
Service and miscellaneous:																	
Hotels and lodging places:																	
Hotels, year-round.....	49.32	49.10	48.83	49.63	49.23	49.48	48.83	49.04	48.80	48.80	48.28	47.52	48.00	47.44	45.20		
Personal services:																	
Laundries.....	48.48	47.72	47.85	47.48	48.22	48.83	48.46	48.07	48.56	48.68	48.68	48.00	46.68	46.45	44.30		
Cleaning and dyeing plants.....	54.81	53.53	54.53	52.82	54.57	56.20	54.67	53.02	54.43	55.97	55.95	57.94	52.68	53.29	50.82		
Motion pictures:																	
Motion-picture production and distribution.....	122.00	121.50	117.66	121.25	122.48	116.15	116.45	118.61	114.62	112.12	113.37	107.96	107.23	108.36	98.65		
Average weekly hours																	
Wholesale and retail trade:	40.0	39.9	40.2	40.0	40.2	40.3	40.4	40.5	40.6	40.3	40.2	40.1	39.9	40.3	40.1		
Wholesale trade.....																	
Retail trade (except eating and drinking places).....	37.3	37.5	37.5	37.7	37.5	37.4	37.6	38.3	38.2	37.8	37.4	37.7	37.4	38.1	38.1		
General merchandise stores.....	33.7	33.8	33.8	33.4	33.7	33.7	34.0	34.9	35.0	34.3	34.7	34.5	33.8	34.8	34.7		
Department stores and general mail-order houses.....	34.1	34.0	33.8	35.9	33.9	34.1	34.6	35.2	35.4	35.0	34.4	34.9	34.2	35.3	35.3		
Food and liquor stores.....	34.9	35.0	35.1	35.1	35.6	35.3	35.6	36.2	36.4	35.9	35.3	35.0	35.3	36.4	36.3		
Automotive and accessories dealers.....	43.9	43.7	43.7	43.8	43.8	43.7	43.9	44.1	44.1	44.1	43.9	44.1	43.8	43.9	43.9		
Apparel and accessories stores.....	33.8	34.3	33.8	34.6	34.1	34.3	34.3	35.1	34.6	34.3	33.7	34.5	33.9	34.6	34.8		
Other retail trade:																	
Furniture and appliance stores.....	40.8	40.5	40.5	41.3	40.7	40.6	40.9	41.0	40.8	41.0	40.8	41.0	41.1	41.4	41.8		
Lumber and hardware supply stores.....	41.8	41.4	41.5	41.3	41.8	42.2	42.1	42.7	42.6	42.5	42.3	42.3	41.4	42.3	42.1		
Finance, insurance, and real estate:																	
Banks and trust companies.....	37.3	37.2	37.4	37.4	37.2	37.4	37.1	37.3	37.4	37.3	37.3	37.4	37.4	37.4	37.4		
Security dealers and exchanges.....																	
Insurance carriers.....																	
Service and miscellaneous:																	
Hotels and lodging places:																	
Hotels, year-round.....	40.1	39.6	39.7	39.7	39.7	39.9	39.7	40.2	40.0	40.0	39.9	39.6	40.0	40.2	40.0		
Personal services:																	
Laundries.....	39.1	38.8	38.9	38.6	39.2	39.7	39.4	39.4	39.8	39.9	39.9	40.0	38.9	39.7	39.2		
Cleaning and dyeing plants.....	38.6	37.7	38.4	37.2	38.7	39.3	38.5	37.6	38.6	39.9	39.4	40.8	37.9	38.9	38.8		
Motion pictures:																	
Motion-picture production and distribution.....																	
Average hourly earnings																	
Wholesale and retail trade:	\$2.34	\$2.34	\$2.34	\$2.33	\$2.33	\$2.33	\$2.33	\$2.31	\$2.32	\$2.31	\$2.30	\$2.29	\$2.29	\$2.24	\$2.17		
Wholesale trade.....																	
Retail trade (except eating and drinking places).....	1.83	1.84	1.84	1.78	1.82	1.83	1.82	1.81	1.82	1.82	1.81	1.79	1.79	1.76	1.70		
General merchandise stores.....	1.46	1.46	1.47	1.40	1.44	1.45	1.45	1.44	1.45	1.45	1.45	1.42	1.43	1.39	1.35		
Department stores and general mail-order houses.....	1.61	1.61	1.63	1.56	1.59	1.61	1.61	1.60	1.61	1.60	1.58	1.57	1.54	1.49	1.49		
Food and liquor stores.....	2.06	2.06	2.06	2.03	2.07	2.04	2.03	2.01	2.01	2.01	1.97	1.98	1.92	1.86	1.86		
Automotive and accessories dealers.....	2.03	2.00	2.03	2.02	2.05	2.05	2.01	2.04	2.07	2.07	2.07	2.08	2.03	2.01	1.90		
Apparel and accessories stores.....	1.55	1.57	1.59	1.54	1.54	1.54	1.53	1.50	1.52	1.54	1.53	1.55	1.50	1.50	1.45		
Other retail trade:																	
Furniture and appliance stores.....	1.88	1.88	1.90	1.92	1.91	1.90	1.89	1.89	1.88	1.88	1.84	1.84	1.82	1.83	1.73		
Lumber and hardware supply stores.....	1.95	1.95	1.96	1.94	1.96	1.96	1.97	1.96	1.96	1.95	1.95	1.93	1.92	1.89	1.83		
Finance, insurance, and real estate:																	
Banks and trust companies.....	1.92	1.92	1.92	1.89	1.89	1.89	1.88	1.87	1.88	1.87	1.87	1.87	1.86	1.82	1.78		
Security dealers and exchanges.....																	
Insurance carriers.....																	
Service and miscellaneous:																	
Hotels and lodging places:																	
Hotels, year-round.....	1.23	1.24	1.23	1.25	1.24	1.24	1.23	1.22	1.22	1.22	1.21	1.20	1.20	1.18	1.13		
Personal services:																	
Laundries.....	1.24	1.23	1.23	1.23	1.23	1.23	1.23	1.22	1.22	1.22	1.22	1.20	1.20	1.17	1.13		
Cleaning and dyeing plants.....	1.42	1.42	1.42	1.42	1.41	1.43	1.42	1.41	1.41	1.43	1.42	1.42	1.39	1.37	1.32		
Motion pictures:																	
Motion-picture production and distribution.....																	

¹ For comparability of data with those published in issues prior to August 1958 and coverage of these series, see footnote 1, table A-2.

In addition, hours and earnings data for anthracite mining have been revised from January 1953 and are not comparable with those published in issues prior to August 1958.

For mining, manufacturing, laundries, and cleaning and dyeing plants, data refer to production and related workers; for contract construction, to construction workers; and for the remaining industries, unless otherwise noted, to nonsupervisory workers and working supervisors.

² Preliminary.

³ Figures for Class I railroads (excluding switching and terminal companies) are based upon monthly data summarized in the M-300 report by the Inter-

state Commerce Commission and relate to all employees who received pay during the month, except executives, officials, and staff assistants (ICC Group I).

⁴ Data relate to domestic nonsupervisory employees except messengers.

⁵ Average weekly earnings have been revised beginning with January 1958 and are not strictly comparable with data for earlier years. Average weekly hours and average hourly earnings are new series, available from January 1958.

⁶ Money payments only; additional value of board, room, uniforms, and tips not included.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics for all series except that for Class I railroads. (See footnote 3.)

TABLE C-2. Average overtime hours and average hourly earnings excluding overtime of production workers in manufacturing, by major industry group¹

Major industry group	1961					1960										Annual average	
	Mar. ¹	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1959	1958		
	Average overtime hours ³																
Manufacturing.....	1.9	1.9	1.9	2.0	2.2	2.5	2.5	2.4	2.4	2.5	2.4	2.1	2.5	2.7	2.0		
Durable goods.....	1.7	1.7	1.7	1.9	2.0	2.4	2.5	2.3	2.3	2.4	2.4	2.1	2.5	2.7	1.9		
Ordnance and accessories.....	1.6	1.8	1.6	1.9	2.0	2.1	2.2	2.1	1.9	1.9	1.9	1.6	2.0	2.1	2.0		
Lumber and wood products.....	2.2	2.2	2.2	2.3	2.5	3.1	3.1	3.2	3.1	3.4	3.2	2.9	2.8	3.4	2.9		
Furniture and fixtures.....	1.7	1.5	1.6	2.3	2.3	2.7	2.8	2.8	2.3	2.4	2.4	2.4	2.4	2.9	2.1		
Stone, clay, and glass products.....	2.5	2.4	2.3	2.5	3.0	3.1	3.1	3.2	3.1	3.1	3.1	2.8	2.7	3.4	2.8		
Primary metal industries.....	1.2	1.2	1.4	1.3	1.2	1.3	1.6	1.4	1.7	1.6	1.5	2.0	2.1	2.6	1.3		
Fabricated metal products.....	1.8	1.7	1.7	1.8	2.0	2.6	2.9	2.8	2.5	2.7	2.6	2.1	2.5	2.9	2.1		
Machinery (except electrical).....	1.0	1.0	1.8	1.9	1.9	2.1	2.3	2.3	2.5	2.7	2.7	2.4	2.8	2.7	1.7		
Electrical machinery.....	1.4	1.6	1.6	1.9	1.7	2.1	2.1	1.9	1.6	1.8	1.7	1.2	1.9	2.2	1.5		
Transportation equipment.....	1.5	1.6	1.5	2.1	2.4	3.1	2.9	2.3	2.2	2.4	2.6	1.9	2.8	2.5	1.9		
Instruments and related products.....	1.8	1.7	1.8	1.9	2.1	2.2	2.2	2.2	2.2	2.0	2.0	1.7	2.3	2.3	1.8		
Miscellaneous manufacturing.....	1.9	2.0	2.0	2.2	2.4	2.7	2.5	2.3	2.1	2.1	2.2	1.9	2.4	2.6	2.1		
Nondurable goods.....	2.1	2.1	2.0	2.2	2.3	2.5	2.6	2.5	2.6	2.5	2.5	2.2	2.4	2.7	2.2		
Food and kindred products.....	2.8	2.8	3.0	3.1	3.2	3.4	3.7	3.3	3.5	3.2	3.1	2.8	2.9	3.3	3.0		
Tobacco manufactures.....	0.6	0.6	0.7	1.2	1.2	1.4	1.4	0.9	1.2	1.2	1.0	0.7	0.5	1.2	1.3		
Textile-mill products.....	2.1	2.0	1.9	2.1	2.2	2.3	2.2	2.6	2.6	2.9	2.9	2.5	3.0	3.1	2.1		
Apparel and other finished textile products.....	1.3	1.1	0.9	0.9	1.2	1.3	1.3	1.4	1.3	1.3	1.3	1.0	1.4	1.4	1.1		
Paper and allied products.....	3.7	3.7	3.6	3.6	3.8	4.1	4.4	4.3	4.3	4.3	4.3	3.7	4.1	4.6	3.9		
Printing and publishing.....	2.6	2.4	2.5	2.9	3.1	3.3	3.4	3.1	3.0	2.9	3.0	2.6	3.0	3.0	2.5		
Chemicals and allied products.....	2.2	2.0	2.0	2.0	2.1	2.4	2.4	2.3	2.5	2.4	2.5	2.9	2.3	2.5	2.0		
Products of petroleum and coal.....	1.3	1.2	1.8	1.5	1.8	1.7	2.2	1.8	2.3	2.1	1.6	1.7	1.4	1.8	1.5		
Rubber products.....	1.4	1.6	1.6	1.6	1.8	2.3	2.3	2.3	3.0	2.7	2.2	1.7	2.3	3.7	2.3		
Leather and leather products.....	1.3	1.4	1.5	1.2	1.2	1.3	1.2	1.6	1.4	1.3	1.0	1.8	1.4	1.4	1.1		
Average hourly earnings excluding overtime ⁴																	
Manufacturing.....	\$2.26	\$2.26	\$2.27	\$2.26	\$2.24	\$2.23	\$2.23	\$2.21	\$2.22	\$2.22	\$2.22	\$2.22	\$2.22	\$2.15	\$2.08		
Durable goods.....	2.42	2.42	2.42	2.42	2.39	2.39	2.39	2.37	2.38	2.38	2.37	2.38	2.38	2.30	2.23		
Ordnance and accessories.....	2.65	2.63	2.64	2.63	2.62	2.61	2.60	2.57	2.57	2.57	2.55	2.56	2.56	2.49	2.42		
Lumber and wood products.....	1.94	1.92	1.94	1.95	1.95	1.98	2.03	1.99	1.99	1.99	1.95	1.94	1.93	1.89	1.82		
Furniture and fixtures.....	1.82	1.83	1.82	1.82	1.81	1.81	1.81	1.80	1.81	1.81	1.80	1.80	1.81	1.76	1.73		
Stone, clay, and glass products.....	2.24	2.23	2.24	2.24	2.23	2.22	2.21	2.20	2.19	2.19	2.19	2.19	2.20	2.13	2.04		
Primary metal industries.....	2.81	2.80	2.81	2.79	2.75	2.75	2.75	2.75	2.75	2.76	2.77	2.78	2.77	2.70	2.61		
Fabricated metal products.....	2.42	2.42	2.41	2.41	2.40	2.39	2.39	2.37	2.38	2.38	2.37	2.36	2.35	2.29	2.21		
Machinery (except electrical).....	2.56	2.56	2.55	2.54	2.52	2.51	2.50	2.49	2.49	2.49	2.49	2.47	2.47	2.42	2.33		
Electrical machinery.....	2.31	2.30	2.31	2.31	2.28	2.25	2.26	2.25	2.26	2.25	2.24	2.24	2.23	2.16	2.11		
Transportation equipment.....	2.72	2.73	2.73	2.73	2.71	2.71	2.71	2.68	2.67	2.66	2.64	2.64	2.64	2.58	2.47		
Instruments and related products.....	2.87	2.86	2.86	2.85	2.83	2.81	2.80	2.81	2.81	2.80	2.79	2.78	2.78	2.72	2.65		
Miscellaneous manufacturing.....	1.95	1.95	1.95	1.93	1.90	1.89	1.89	1.88	1.89	1.89	1.89	1.89	1.88	1.84	1.80		
Nondurable goods.....	2.06	2.06	2.07	2.06	2.04	2.03	2.02	2.01	2.02	2.01	2.01	2.01	2.00	1.94	1.89		
Food and kindred products.....	2.18	2.18	2.17	2.14	2.12	2.09	2.05	2.07	2.09	2.10	2.11	2.12	2.11	2.02	1.94		
Tobacco manufactures.....	1.80	1.77	1.75	1.75	1.71	1.58	1.55	1.69	1.79	1.79	1.78	1.78	1.71	1.64	1.57		
Textile-mill products.....	1.59	1.58	1.58	1.58	1.58	1.58	1.57	1.57	1.57	1.58	1.57	1.56	1.56	1.52	1.47		
Apparel and other finished textile products.....	1.56	1.57	1.57	1.54	1.56	1.56	1.55	1.54	1.52	1.52	1.51	1.50	1.53	1.49	1.49		
Paper and allied products.....	2.22	2.22	2.22	2.22	2.20	2.20	2.20	2.19	2.18	2.17	2.18	2.14	2.14	2.09	2.02		
Printing and publishing.....	(9)	(9)	(9)	(9)	(9)	(9)	(9)	(9)	(9)	(9)	(9)	(9)	(9)	(9)	(9)		
Chemicals and allied products.....	2.48	2.49	2.49	2.49	2.48	2.46	2.47	2.47	2.47	2.45	2.42	2.40	2.40	2.34	2.26		
Products of petroleum and coal.....	2.97	2.97	2.96	2.88	2.86	2.84	2.85	2.83	2.85	2.84	2.84	2.87	2.85	2.81	2.69		
Rubber products.....	2.48	2.47	2.50	2.50	2.49	2.47	2.45	2.44	2.46	2.45	2.45	2.42	2.41	2.36	2.28		
Leather and leather products.....	1.65	1.63	1.63	1.62	1.63	1.63	1.62	1.61	1.61	1.62	1.63	1.62	1.61	1.58	1.55		

¹ For comparability of data with those published in issues prior to August 1958, see footnote 1, table A-2.

² Preliminary.

³ Covers premium overtime hours of production and related workers during the pay period ending nearest the 15th of the month. Overtime hours are those for which premiums were paid because the hours were in excess of the number of hours of either the straight-time workday or workweek. Weekend and holiday hours are included only if premium wage rates were paid. Hours

for which only shift differential, hazard, incentive, or other similar types of premiums were paid are excluded. These data are not available prior to 1956.

⁴ Derived by assuming that overtime hours are paid at the rate of time and one-half.

⁵ Not available as average overtime rates are significantly above time and one-half. Inclusion of data for the group in the nondurable-goods total has little effect.

TABLE C-3. Indexes of aggregate weekly man-hours and payrolls in industrial and construction activities¹

[1947-49-100]																
Activity	1961					1960									Annual average	
	Apr. ¹	Mar. ¹	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958	
	Man-hours															
Total.....	91.2	89.9	88.7	90.1	91.5	96.8	101.0	102.1	102.4	101.3	102.3	100.8	98.4	100.7	94.8	
Mining.....	56.2	56.4	57.5	59.2	59.5	60.0	62.6	62.9	64.9	63.8	66.8	66.2	66.5	65.4	67.9	
Contract construction.....	111.8	101.4	95.0	101.7	103.5	121.6	138.3	139.3	144.9	142.9	135.5	126.3	114.3	123.4	118.2	
Manufacturing.....	90.6	90.5	89.9	90.6	91.9	95.7	98.2	99.4	98.5	97.8	99.9	99.4	98.3	99.8	92.6	
Durable goods.....	94.3	93.5	93.1	94.4	96.3	100.1	102.6	103.4	101.7	102.4	106.1	105.8	105.8	105.6	95.9	
Ordnance and accessories.....	321.0	328.2	322.0	322.4	320.2	325.9	315.7	322.2	311.7	313.0	319.7	326.3	325.9	325.3	303.0	
Lumber and wood products.....	65.2	63.5	62.5	64.5	65.5	68.7	75.3	78.1	78.6	78.0	81.8	77.7	74.2	78.4	72.7	
Furniture and fixtures.....	98.1	97.2	97.0	95.9	102.2	105.1	109.4	110.0	110.6	106.2	108.7	107.5	108.0	108.7	97.2	
Stone, clay, and glass products.....	93.6	91.1	89.0	90.2	93.2	99.2	102.2	103.0	104.9	103.8	105.9	104.6	102.4	104.6	94.7	
Primary metal industries.....	78.9	77.8	77.3	77.7	78.0	80.3	83.2	84.7	85.4	88.0	92.9	95.2	96.0	91.1	83.7	
Fabricated metal products.....	96.1	94.1	94.0	96.3	98.8	103.7	107.5	108.2	106.8	105.3	109.2	108.5	106.2	108.7	101.1	
Machinery (except electrical).....	94.3	93.2	93.4	93.2	93.0	93.9	94.9	96.1	97.1	99.7	102.7	103.3	103.5	101.0	88.9	
Electrical machinery.....	128.0	128.9	129.9	130.9	128.6	135.1	131.9	137.1	134.1	130.1	134.2	133.1	131.7	132.6	115.9	
Transportation equipment.....	98.9	100.2	99.3	103.8	111.8	115.0	117.8	113.9	102.4	110.9	114.1	119.8	117.7	120.4	111.6	
Instruments and related products.....	109.4	109.5	109.2	111.5	110.3	116.0	116.4	116.3	118.1	116.3	119.4	118.8	117.1	117.1	105.4	
Miscellaneous manufacturing.....	97.7	96.2	95.8	92.9	95.2	105.1	108.7	107.0	106.4	99.3	104.8	102.9	100.5	101.1	92.7	
Nondurable goods.....	86.1	86.8	86.0	86.0	86.6	90.5	93.0	94.6	95.3	92.3	92.5	90.9	89.4	93.0	88.7	
Food and kindred products.....	75.3	74.5	73.9	75.8	79.2	84.0	91.2	97.4	94.1	87.5	82.4	78.5	76.4	83.7	84.2	
Tobacco manufactures.....	59.9	62.1	66.5	70.8	76.3	76.7	94.8	97.2	76.4	64.2	66.3	64.5	61.8	77.1	77.7	
Textile-mill products.....	66.2	66.1	65.4	64.5	65.8	68.3	68.7	68.5	71.8	70.9	73.4	72.9	71.8	74.4	60.2	
Apparel and other finished textile products.....	97.2	101.6	99.4	95.0	93.3	101.2	101.9	103.1	108.0	102.5	104.7	104.2	100.9	105.1	96.8	
Paper and allied products.....	107.1	105.3	105.6	105.8	105.6	109.4	111.5	112.3	112.6	110.9	113.0	112.0	110.2	112.7	108.0	
Printing and publishing.....	114.0	114.4	113.1	114.2	115.2	118.1	118.6	118.0	115.8	114.7	115.1	115.0	113.4	112.8	109.0	
Chemicals and allied products.....	105.5	104.3	101.9	102.7	102.8	104.6	105.1	105.1	108.1	105.6	107.1	107.8	109.8	104.3	99.2	
Products of petroleum and coal.....	77.8	76.6	75.2	78.4	77.8	78.8	80.7	82.3	82.7	84.2	84.7	83.6	83.6	84.1	84.2	
Rubber products.....	88.9	87.2	87.6	91.6	93.1	94.9	99.0	97.1	98.3	97.7	100.8	98.7	96.6	103.5	92.0	
Leather and leather products.....	79.9	86.8	88.6	88.9	83.8	85.8	84.2	85.0	93.0	91.2	90.1	84.2	82.6	92.2	86.0	
Payrolls																
Mining.....	91.6	94.5	97.7	97.0	97.0	97.0	101.6	101.6	104.5	103.3	108.4	107.8	108.7	105.0	104.9	
Contract construction.....	192.6	181.7	193.9	197.1	227.1	258.4	259.4	267.9	262.8	246.9	230.5	207.9	216.9	200.5	200.5	
Manufacturing.....	159.2	158.2	157.1	158.5	160.6	166.2	170.5	172.5	169.2	169.0	172.5	171.5	168.8	167.2	148.7	

¹ For comparability of data with those published in issues prior to August 1958, see footnote 1, table A-2.

For mining and manufacturing, data refer to production and related work; for contract construction, to construction workers.

² Preliminary.

TABLE C-4. Gross and spendable average weekly earnings of production workers in manufacturing, in current and 1947-49 dollars¹

Item	1961			1960										Annual average	
	Mar. ²	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	Mar.	1959	1958
<i>Manufacturing</i>															
Gross average weekly earnings:															
Current dollars.....	\$90.71	\$90.25	\$90.25	\$89.55	\$90.39	\$91.31	\$91.08	\$90.35	\$91.14	\$91.60	\$91.37	\$89.60	\$90.91	\$89.47	\$83.50
1947-49 dollars.....	71.15	70.78	70.84	70.24	70.95	71.73	71.83	71.37	71.99	72.41	72.34	71.00	72.32	71.81	67.61
Spendable average weekly earnings:															
Worker with no dependents:															
Current dollars.....	73.34	72.98	72.98	72.44	73.09	73.80	73.62	73.06	73.67	74.03	73.85	72.48	73.49	72.83	68.46
1947-49 dollars.....	57.62	57.24	57.28	56.82	57.37	57.97	58.06	57.71	58.19	58.52	58.47	57.43	58.46	58.45	55.43
Worker with 3 dependents:															
Current dollars.....	80.89	80.53	80.53	79.97	80.64	81.36	81.18	80.61	81.23	81.50	81.41	80.01	81.05	80.36	75.88
1947-49 dollars.....	63.44	63.16	63.21	62.72	63.30	63.91	64.02	63.67	64.16	64.50	64.46	63.40	64.48	64.49	61.44

¹ See footnote 1, table C-3.

Spendable average weekly earnings are obtained by deducting from gross average weekly earnings, Federal social security and income taxes for which the worker is liable. The amount of tax liability depends, of course, on the number of dependents supported by the worker as well as on the level of his gross income. Spendable earnings have been computed for 2 types of income receivers: (1) a worker with no dependents, and (2) a worker with 3 dependents. The primary value of the spendable series is that of measuring relative changes in disposable earnings for 2 types of income receivers.

The computations of spendable earnings for both the worker with no dependents and the worker with 3 dependents are based upon the gross average

weekly earnings for all production workers in manufacturing without direct regard to marital status, family composition, or other sources of income.

Gross and spendable average weekly earnings expressed in 1947-49 dollars indicate changes in the level of average weekly earnings after adjustment for changes in purchasing power as measured by the Bureau's Consumer Price Index.

² Preliminary.

NOTE: For a description of these series, see The Calculation and Uses of the Spendable Earnings Series (in Monthly Labor Review, January 1959, pp. 50-54).

D.—Consumer and Wholesale Prices

TABLE D-1. Consumer Price Index¹—All-city average: All items, groups, subgroups, and special groups of items

[1947-49=100]

Group	1961						1960								Annual average	
	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1960	1959	
All items.....	127.5	127.5	127.5	127.4	127.5	127.4	127.3	126.8	126.6	126.6	126.5	126.3	126.2	126.5	124.6	
Food ²	121.2	121.2	121.4	121.3	121.4	121.1	120.9	120.2	120.1	120.6	120.3	119.7	119.5	119.7	118.3	
Food at home.....	118.3	118.3	118.6	118.5	118.7	118.4	118.2	117.4	117.4	117.9	117.7	117.0	116.7	116.9	115.9	
Cereals and bakery products.....	139.7	139.6	139.4	139.1	139.0	138.6	138.5	137.8	137.7	137.5	136.1	135.6	135.8	136.8	134.2	
Meats, poultry, and fish.....	110.5	111.4	111.8	111.6	110.5	109.9	110.0	110.2	111.3	110.8	110.3	109.7	109.3	109.3	110.7	
Dairy products.....	117.9	118.5	119.0	119.1	119.3	118.9	118.4	117.5	116.6	115.8	115.0	115.0	115.3	116.8	114.3	
Fruits and vegetables.....	131.4	127.8	127.2	126.1	126.2	126.2	124.8	124.6	127.3	134.4	136.1	132.9	129.9	128.3	125.1	
Other foods at home ³	106.4	107.6	108.5	109.5	111.6	111.6	112.0	109.3	106.5	104.8	104.5	104.9	106.1	106.8	106.1	
Housing ⁴	132.3	132.5	132.4	132.3	132.3	132.1	132.2	132.0	131.5	131.3	131.3	131.2	131.4	131.5	129.2	
Rent.....	143.3	143.1	143.1	142.9	142.8	142.7	142.5	142.1	141.9	141.8	141.6	141.4	141.4	141.8	139.7	
Gas and electricity.....	125.8	125.9	125.9	125.9	125.6	125.7	125.7	125.7	124.9	124.8	124.7	124.7	124.4	124.8	119.9	
Solid fuels and fuel oil.....	139.9	141.3	141.3	139.6	137.0	136.3	136.1	134.8	133.4	132.9	132.3	132.9	136.3	135.6	136.6	
Household furnishings.....	103.8	103.9	103.7	103.6	103.9	104.0	104.0	104.1	103.5	104.1	104.3	104.3	104.7	104.2	103.9	
Household operation.....	138.7	138.5	138.3	138.3	138.3	138.3	138.1	138.0	137.6	137.4	137.3	137.3	137.2	137.0	134.3	
Apparel.....	109.5	109.8	109.6	109.4	110.6	110.7	111.0	110.6	106.3	109.1	108.9	108.9	108.9	109.4	107.9	
Men's and boys'.....	111.7	111.4	111.3	111.4	112.0	112.0	112.2	112.2	110.5	110.2	109.8	109.7	109.5	110.4	108.4	
Women's and girls'.....	99.1	99.9	99.5	99.1	101.1	101.4	101.8	101.1	99.7	99.4	99.1	99.4	99.6	100.0	96.5	
Footwear.....	140.8	140.9	140.9	140.3	140.7	140.3	140.5	140.2	139.9	139.8	139.8	139.8	139.8	139.5	135.2	
Other apparel ⁵	92.8	92.6	92.9	93.0	94.9	94.1	93.9	93.8	93.1	93.1	93.1	93.2	92.9	93.3	92.3	
Transportation.....	145.8	145.7	146.2	146.2	146.5	146.5	146.1	144.7	146.2	145.9	145.8	145.6	146.1	146.2	146.3	
Private.....	133.4	133.4	133.6	134.0	134.5	134.4	134.1	132.8	134.4	134.2	134.1	133.9	134.4	134.5	135.2	
Public.....	206.5	205.7	205.7	205.5	202.9	*202.9	*201.2	*200.3	*199.3	*198.9	*198.3	*198.0	*198.0	*199.3	*192.7	
Medical care.....	159.9	159.6	159.4	158.5	158.0	157.9	157.3	156.9	156.7	156.4	156.1	155.9	155.5	156.2	150.8	
Personal care.....	133.8	133.6	133.8	133.7	133.7	133.9	134.0	133.9	133.8	133.4	133.2	133.2	132.9	133.3	131.2	
Reading and recreation.....	124.1	123.4	122.7	122.2	122.3	122.5	121.9	122.1	121.9	121.6	121.1	121.4	121.1	121.5	118.6	
Other goods and services.....	132.6	132.6	132.6	132.6	132.7	132.7	132.7	132.7	132.4	132.2	132.0	131.9	131.9	132.2	129.7	
Special groups:																
All items less food.....	130.8	130.9	130.8	130.6	130.8	130.8	130.7	130.3	130.1	129.9	129.7	129.7	129.8	130.0	127.9	
All items less shelter.....	125.0	125.0	125.0	124.8	125.0	125.0	124.8	124.3	124.1	124.2	124.0	123.8	123.7	124.0	122.2	
All commodities less food.....	115.2	115.4	115.5	115.4	115.9	115.9	115.9	115.6	115.5	115.4	115.3	115.3	115.6	115.7	115.1	
All commodities.....	117.9	118.0	118.1	118.0	118.4	118.3	118.2	117.7	117.6	117.7	117.6	117.3	117.4	117.5	116.6	
Nondurables ⁶	120.4	120.7	120.8	120.7	121.0	120.9	120.7	120.3	119.9	120.0	119.8	119.4	119.4	119.6	118.1	
Nondurables less food.....	120.0	120.7	120.6	120.5	121.0	121.1	120.9	120.9	120.1	119.9	119.6	119.4	119.7	120.1	118.3	
Nondurables less food and apparel.....	129.0	130.0	130.1	130.0	130.0	130.0	129.5	129.8	129.4	129.2	128.7	128.4	129.0	129.2	127.3	
Durables ⁷	110.7	109.9	110.3	110.2	110.8	110.7	110.9	110.0	111.0	111.1	111.5	111.9	112.1	111.6	113.0	
Durables less cars.....	101.9	102.0	102.1	102.4	102.8	102.8	102.8	103.0	103.0	103.0	103.0	103.2	103.5	103.2	103.3	
All services ⁸	152.3	152.2	151.9	151.7	151.4	151.3	151.2	150.8	150.3	150.0	149.7	149.6	149.4	150.0	145.8	
All services less rent.....	154.7	154.6	154.2	154.0	153.6	153.6	153.4	153.0	152.5	152.1	151.8	151.7	151.5	152.1	147.5	
Household operation services, gas, and electricity.....	140.5	140.4	140.2	140.1	140.0	140.1	140.1	139.8	139.2	139.1	138.9	138.8	138.5	139.0	134.8	
Transportation services.....	188.5	188.2	187.7	187.6	186.8	187.0	186.3	185.8	185.2	184.9	184.5	184.3	184.2	184.9	180.3	
Medical care services.....	167.7	167.3	167.1	165.9	165.3	165.1	164.3	163.6	163.3	163.0	162.5	162.4	161.9	162.8	156.3	
Other services.....	137.5	137.6	137.1	137.2	136.8	136.7	136.8	136.5	136.0	135.5	135.1	135.2	135.0	135.6	131.7	

¹ The Consumer Price Index measures the average change in prices of goods and services purchased by urban wage-earner and clerical-worker families. Data for 46 large, medium-size, and small cities are combined for the all-city average.

² In addition to subgroups shown here, total food includes restaurant meals and other food bought and eaten away from home.

³ Includes eggs, fats and oils, sugar and sweets, beverages (nonalcoholic), and other miscellaneous foods.

⁴ In addition to subgroups shown here, total housing includes the purchase price of homes and other homeowner costs.

⁵ Includes yard goods, diapers, and miscellaneous items.

⁶ Revised.

⁷ Includes food, house paint, solid fuels, fuel oil, textile householdings, household paper, electric light bulbs, laundry soap and detergents, apparel

(except shoe repairs), gasoline, motor oil, prescriptions and drugs, toilet goods, nondurable toys, newspapers, cigarettes, cigars, beer, and whiskey.

⁸ Includes water heaters, central heating furnaces, kitchen sinks, sink faucets, porch flooring, household appliances, furniture and bedding, floor coverings, dinnerware, automobiles, tires, radio and television sets, durable toys, and sporting goods.

⁹ Includes rent, home purchase, real estate taxes, mortgage interest, property insurance, repainting garage, repainting roof, resingling roof, refinishing floors, gas, electricity, dry cleaning, laundry service, domestic service, telephone, water, postage, shoe repairs, auto repairs, auto insurance, auto registration, transit fares, railroad fares, professional medical services, hospital services, hospitalization and surgical insurance, barber and beauty shop services, television repairs, and motion picture admissions.

TABLE D-2. Consumer Price Index¹—All items and food indexes, by city

[1947-49=100]

City	1961				1960								Annual average		
	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1960	1959
All Items															
All-city average ¹	127.5	127.5	127.5	127.4	127.5	127.4	127.3	126.8	126.6	126.6	126.5	126.3	126.3	126.5	124.6
Atlanta, Ga.	(³)	127.7	(³)	(³)	127.7	(³)	(³)	127.9	(³)	(³)	127.1	(³)	(³)	127.2	125.4
Baltimore, Md.	(³)	129.5	(³)	(³)	129.3	(³)	(³)	128.7	(³)	(³)	128.3	(³)	(³)	128.3	126.8
Boston, Mass.	130.0	(³)	(³)	129.3	(³)	(³)	129.1	(³)	(³)	128.7	(³)	(³)	128.3	128.4	125.8
Chicago, Ill.	130.1	130.2	130.5	130.4	130.6	130.5	130.7	130.4	130.3	130.4	130.1	129.6	129.5	129.9	128.1
Cincinnati, Ohio	(³)	124.8	(³)	(³)	125.0	(³)	(³)	124.8	(³)	(³)	124.6	(³)	(³)	124.4	123.1
Cleveland, Ohio	(³)	(³)	128.3	(³)	(³)	127.9	(³)	(³)	127.4	(³)	127.1	(³)	(³)	127.1	125.6
Detroit, Mich.	125.6	125.8	126.4	126.3	125.8	125.7	125.7	125.4	125.6	125.8	125.1	124.3	124.2	124.9	123.8
Houston, Tex.	(³)	(³)	125.1	(³)	(³)	126.4	(³)	126.1	(³)	126.1	(³)	125.1	(³)	125.8	124.6
Kansas City, Mo.	129.5	(³)	(³)	127.6	(³)	(³)	128.2	(³)	(³)	127.9	(³)	126.6	(³)	127.5	125.9
Los Angeles, Calif.	131.1	130.9	131.4	131.2	131.0	130.6	130.3	129.8	129.2	129.5	129.7	129.8	130.1	129.8	127.4
Minneapolis, Minn.	129.0	(³)	(³)	127.8	(³)	(³)	128.5	(³)	(³)	127.5	(³)	(³)	127.1	127.5	126.6
New York, N.Y.	125.8	126.1	126.2	126.1	126.3	126.5	126.1	125.5	125.3	124.8	124.9	124.9	124.7	125.2	122.8
Philadelphia, Pa.	128.0	127.7	127.9	127.8	128.0	127.9	127.7	127.2	126.8	126.9	126.4	126.4	126.4	126.7	124.5
Pittsburgh, Pa.	129.2	(³)	(³)	129.2	(³)	(³)	129.0	(³)	(³)	128.9	(³)	(³)	127.9	128.3	125.5
Portland, Oreg.	128.3	(³)	(³)	128.8	(³)	(³)	127.2	(³)	(³)	127.5	(³)	(³)	127.5	127.5	125.7
St. Louis, Mo.	(³)	128.9	(³)	(³)	127.9	(³)	(³)	127.4	(³)	(³)	127.2	(³)	(³)	127.1	126.3
San Francisco, Calif.	(³)	133.8	(³)	(³)	133.9	(³)	(³)	133.0	(³)	(³)	132.4	(³)	(³)	132.6	130.0
Scranton, Pa.	(³)	(³)	123.5	(³)	(³)	123.9	(³)	121.8	(³)	121.8	(³)	122.1	(³)	122.3	120.8
Seattle, Wash.	(³)	(³)	130.8	(³)	(³)	130.5	(³)	126.8	(³)	126.8	(³)	129.7	(³)	129.8	128.3
Washington, D.C.	(³)	(³)	124.5	(³)	(³)	123.8	(³)	123.2	(³)	123.2	(³)	123.1	(³)	123.0	121.7
Food															
All-city average ¹	121.2	121.2	121.4	121.3	121.4	121.1	120.9	120.2	120.1	120.6	120.3	119.7	119.5	119.7	118.3
Atlanta, Ga.	117.0	117.4	117.9	118.1	118.2	118.7	118.7	118.2	118.1	117.4	117.6	116.8	116.8	117.0	115.7
Baltimore, Md.	121.2	121.0	120.9	121.0	121.2	120.7	121.0	120.1	120.7	121.2	121.2	120.5	119.7	119.8	118.0
Boston, Mass.	120.5	120.3	121.0	120.5	121.0	120.5	120.3	120.4	119.9	120.4	119.0	118.6	119.2	119.4	118.7
Chicago, Ill.	118.8	118.7	119.3	119.2	119.1	118.7	118.6	118.1	118.4	116.3	118.8	117.2	116.7	117.5	115.8
Cincinnati, Ohio	121.7	121.5	122.1	122.4	122.2	121.9	122.6	121.3	120.8	121.9	121.5	120.4	120.4	120.5	118.8
Cleveland, Ohio	116.3	115.9	116.9	116.8	116.8	117.1	117.0	116.2	116.7	117.0	117.1	116.4	115.6	115.8	114.1
Detroit, Mich.	121.3	121.1	121.3	120.9	120.1	119.4	119.6	118.9	120.0	120.6	120.0	119.0	119.1	118.7	117.5
Houston, Tex.	116.7	116.0	116.3	116.2	116.2	116.5	116.2	115.8	115.8	115.6	114.8	114.4	114.8	115.0	114.7
Kansas City, Mo.	115.3	115.5	113.9	114.6	114.8	114.5	113.9	113.1	112.9	113.9	114.0	112.7	112.4	112.9	112.2
Los Angeles, Calif.	128.3	128.1	128.2	128.4	128.1	127.3	127.0	126.5	125.5	126.6	126.4	126.1	126.5	126.1	123.5
Minneapolis, Minn.	118.6	119.0	119.2	119.4	119.7	119.2	119.7	118.6	118.7	118.9	119.3	118.1	118.6	118.4	118.0
New York, N.Y.	121.6	122.5	122.8	122.7	122.8	123.6	123.2	122.5	122.5	121.9	121.8	121.8	121.4	122.0	120.3
Philadelphia, Pa.	123.0	123.3	123.8	123.5	123.9	123.9	124.0	123.1	123.0	123.1	122.6	121.7	121.2	121.2	120.9
Pittsburgh, Pa.	122.4	122.6	123.2	123.0	122.2	122.4	122.6	121.9	121.0	123.1	122.1	122.2	121.0	121.2	119.8
Portland, Oreg.	123.7	122.7	122.0	122.4	122.2	121.4	121.3	121.1	120.4	121.7	121.3	120.4	121.2	121.0	120.7
St. Louis, Mo.	121.7	121.4	121.3	121.3	121.8	120.7	120.2	118.9	119.6	119.9	119.6	118.5	118.0	119.0	118.7
San Francisco, Calif.	126.2	126.6	126.5	126.1	126.2	125.5	125.0	125.2	124.0	124.7	124.2	124.3	124.6	124.4	122.6
Scranton, Pa.	116.9	117.7	117.7	117.1	117.4	117.0	117.0	115.9	114.8	115.7	116.5	115.8	115.5	115.5	115.4
Seattle, Wash.	125.4	124.7	124.7	124.4	124.6	123.4	123.3	123.2	123.1	123.6	122.6	122.6	122.8	122.7	120.8
Washington, D.C.	121.4	121.3	121.1	121.4	121.7	121.2	121.6	120.8	120.1	120.9	120.9	120.4	119.5	120.0	119.0

¹ See footnote 1, table D-1. Indexes measure time-to-time changes in prices of goods and services purchased by urban wage-earner and clerical-worker families. They do not indicate whether it costs more to live in one city than in another.

² Average of 46 cities.

³ All items indexes are computed monthly for 5 cities and once every 3 months on a rotating cycle for 15 other cities.

TABLE D-3. Indexes of wholesale prices,¹ by group and subgroup of commodities
(1947-49=100, unless otherwise specified)

Commodity group	1961					1960								Annual average	
	Apr. ¹	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1960 ³	1959
All commodities	119.4	119.8	119.9	119.8	119.5	119.6	119.6	119.2	119.2	119.7	119.5	119.7	120.0	119.6	119.5
Farm products and processed foods	98.8	100.1	100.7	100.0	99.2	99.7	99.8	98.1	97.4	99.1	98.6	99.1	99.2	98.5	98.2
Farm products	88.1	90.1	90.3	89.7	88.7	89.9	89.5	87.7	86.6	88.9	89.0	90.4	91.1	88.8	89.1
Fresh and dried fruits and vegetables	101.7	110.1	103.9	106.7	99.5	107.5	109.2	104.7	98.7	112.9	109.7	116.9	111.5	106.7	102.7
Grains	73.5	76.2	75.9	75.3	72.7	70.3	73.5	74.9	74.3	75.5	77.5	77.8	79.4	75.7	77.3
Livestock and live poultry	82.9	83.7	85.8	84.8	82.8	81.8	80.7	79.0	80.7	84.1	85.1	85.8	85.7	82.6	85.1
Plant and animal fibers	93.5	93.0	91.3	90.8	90.7	90.8	90.6	92.1	92.2	96.4	96.7	96.6	96.3	94.2	98.2
Fluid milk	96.8	98.0	99.6	101.1	102.3	102.3	101.6	99.8	97.0	95.5	93.8	92.7	95.6	98.0	94.4
Eggs	67.2	76.7	82.0	75.2	87.7	108.1	98.9	85.5	76.4	65.4	64.2	68.6	80.2	77.3	65.6
Hay, hayseeds, and oilseeds	89.1	82.5	78.6	77.6	74.1	72.5	72.2	72.3	73.7	73.5	74.4	76.5	76.3	74.7	76.6
Other farm products	129.4	129.3	129.5	128.0	130.4	129.1	130.4	129.5	126.6	127.7	128.0	128.3	128.6	128.5	132.6
Processed foods	109.0	109.6	110.5	109.8	109.2	109.1	109.0	108.1	107.8	108.9	107.6	107.3	106.8	107.7	107.0
Cereal and bakery products	123.6	123.6	123.6	123.5	123.5	123.1	123.1	122.4	122.0	122.5	121.2	121.2	120.9	121.8	119.3
Meats, poultry, and fish	95.3	96.7	100.2	98.3	97.3	96.6	97.8	96.0	96.8	99.5	98.1	98.5	98.7	96.7	98.2
Dairy products and ice cream	119.4	120.4	119.7	121.2	122.0	121.7	121.3	120.5	118.0	117.8	116.0	114.9	115.6	118.5	114.3
Canned and frozen fruits and vegetables	111.7	112.2	112.6	112.3	110.1	109.4	108.8	107.7	106.6	107.3	106.9	106.3	105.8	107.0	109.0
Sugar and confectionery	115.4	115.1	115.8	116.2	116.3	117.4	117.1	117.9	116.9	117.2	114.3	114.3	114.1	115.5	115.1
Packaged beverage materials	139.7	139.5	139.7	139.7	140.9	140.9	140.9	140.9	140.9	143.5	145.2	145.2	145.2	143.3	146.5
Animal fats and oils	71.2	75.8	75.9	64.4	62.4	66.1	62.0	60.0	60.5	62.1	56.9	56.0	57.6	58.4	56.1
Crude vegetable oils	70.6	66.8	63.2	57.2	52.4	53.1	49.9	48.7	51.6	50.3	50.3	48.7	47.5	49.1	53.1
Refined vegetable oils	72.4	70.6	67.9	64.6	61.2	59.8	57.4	55.2	56.8	55.5	56.5	57.0	56.7	56.7	58.0
Vegetable oil end products	84.6	84.1	86.1	78.1	77.4	76.1	75.2	74.7	73.3	72.7	72.7	71.5	71.5	73.2	74.0
Other processed foods	100.9	101.4	101.3	101.1	100.8	102.8	100.5	101.4	101.7	103.3	103.9	102.2	102.8	102.2	96.7
All commodities except farm products	124.6	124.8	124.9	124.8	124.6	124.6	124.6	124.4	124.6	124.8	124.6	124.5	124.9	124.7	124.5
All commodities except farm and foods	128.0	128.1	128.0	128.0	127.9	128.0	127.9	127.9	128.2	128.2	128.2	128.2	128.2	128.3	128.2
Textile products and apparel	94.4	94.7	94.8	95.0	95.2	95.4	95.8	95.9	96.1	96.3	96.3	96.3	96.3	95.1	95.0
Cotton products	89.8	90.1	90.1	90.7	91.2	91.7	92.8	93.4	94.3	94.7	94.8	94.8	95.0	94.2	91.7
Wool products	100.0	99.3	99.8	100.0	100.8	101.3	101.1	101.2	101.5	101.8	102.1	102.4	102.7	102.1	101.6
Manmade fiber textile products	77.0	77.0	77.5	77.4	77.8	78.2	78.5	78.6	78.9	79.6	79.6	79.7	79.4	79.1	81.1
Silk products	129.5	129.5	129.3	130.8	125.7	125.9	128.5	128.4	126.8	128.3	121.6	118.7	118.0	122.9	113.5
Apparel	100.5	100.6	100.6	100.7	101.0	101.0	101.0	101.0	101.0	101.0	100.8	100.6	100.7	100.9	100.0
Other textile products	93.8	100.5	101.4	99.6	92.6	92.1	91.3	85.7	84.6	81.9	85.1	86.8	82.5	85.2	76.8
Hides, skins, leather, and leather products	110.3	109.8	108.2	108.3	108.8	108.5	108.5	108.7	110.1	110.3	111.2	111.2	111.2	110.3	114.3
Hides and skins	70.8	71.2	62.3	62.7	64.9	65.8	64.1	62.3	63.6	68.0	67.1	72.9	73.5	68.1	90.7
Leather	102.1	100.1	97.5	97.9	99.4	97.1	98.1	97.5	98.9	102.2	103.0	103.5	104.7	101.5	111.8
Footwear	132.8	132.7	132.8	132.7	132.5	132.5	132.5	132.5	132.5	132.5	132.5	132.5	133.5	133.0	129.5
Other leather products	104.4	104.1	103.7	103.9	103.9	104.2	104.0	103.9	104.7	106.6	106.4	106.7	107.3	105.8	108.0
Fuel, power, and lighting materials	115.7	117.5	117.8	117.3	116.2	116.1	116.2	116.1	115.3	115.8	112.3	110.8	112.2	113.8	112.7
Coal	119.0	122.8	123.5	123.5	123.1	123.0	122.5	122.4	121.3	120.3	119.5	118.7	119.0	121.8	122.6
Coke	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	166.8
Gas fuels	117.8	121.7	122.3	121.1	120.0	120.2	120.9	121.3	116.6	114.4	112.2	111.6	111.5	116.6	110.9
Electric power	102.5	102.4	102.2	102.3	102.3	102.4	102.1	102.1	102.1	102.0	101.8	101.7	101.8	101.9	100.8
Petroleum and products	120.6	122.8	123.1	122.4	120.8	120.6	121.0	120.7	120.0	117.9	116.0	113.6	115.4	117.5	116.6
Chemicals and allied products	110.8	110.6	110.4	110.0	110.4	110.3	110.3	110.4	110.5	110.4	110.2	110.2	110.2	110.2	109.9
Industrial chemicals	123.4	123.4	123.3	123.1	123.5	123.5	123.6	124.5	124.6	124.7	124.6	124.6	124.5	124.2	123.8
Prepared paint	132.1	132.1	132.1	131.5	130.3	128.4	128.4	128.4	128.4	128.4	128.3	128.3	128.3	128.5	128.3
Paint materials	104.9	105.3	105.0	105.0	104.4	104.8	104.5	104.6	105.0	103.8	103.2	103.0	102.9	103.8	101.9
Drugs and pharmaceuticals	94.7	94.7	94.7	94.2	94.1	94.1	94.1	94.1	95.0	95.1	95.1	94.8	94.5	94.6	93.4
Fats and oils, inedible	61.4	57.1	54.3	50.1	48.5	48.9	47.8	47.7	48.9	47.8	47.9	50.2	51.7	49.0	56.7
Mixed fertilizer	112.2	112.3	111.9	111.9	111.8	112.1	112.9	112.9	112.3	110.3	110.2	110.2	111.0	111.0	109.5
Fertilizer materials	112.0	112.0	112.1	112.2	111.9	111.9	111.2	108.3	108.2	110.4	108.8	108.8	108.8	109.6	106.9
Other chemicals and allied products	106.0	105.0	105.3	105.8	107.3	107.4	107.3	106.7	106.7	106.4	106.4	106.4	106.4	106.7	106.6
Rubber and rubber products	140.7	140.7	140.2	141.0	141.2	143.6	144.7	144.9	145.3	146.9	146.7	146.3	144.7	144.7	144.5
Crude rubber	138.9	138.8	138.3	138.5	138.6	140.3	140.3	140.5	140.5	140.9	140.6	140.6	140.6	140.5	140.0
Tires and tubes	138.3	137.1	137.1	137.2	137.1	141.3	141.3	141.3	141.3	141.3	141.3	141.3	141.3	141.3	141.3
Other rubber products	143.5	144.6	144.6	144.5	146.8	146.8	146.8	146.8	146.8	146.8	146.8	146.8	146.8	146.8	146.8
Lumber and wood products	118.0	115.8	114.9	115.7	116.5	116.9	117.7	118.7	119.6	121.5	122.4	123.7	124.3	121.3	125.8
Lumber	116.6	114.6	113.4	114.3	115.0	115.1	116.3	117.9	119.2	121.6	123.1	124.9	125.7	121.4	127.1
Millwork	134.5	134.5	134.7	135.6	135.5	135.5	135.3	135.5	136.7	137.2	138.9	139.8	138.6	135.9	139.9
Plywood	98.6	92.9	91.8	92.5	95.1	96.1	97.1	96.4	94.7	95.5	95.5	95.7	96.1	96.1	101.2
Pulp, paper, and allied products	131.9	132.1	132.8	132.6	132.3	133.1	133.4	133.0	133.0	133.5	133.5	133.4	133.1	133.2	132.2
Woodpulp	114.4	114.5	114.5	114.5	114.5	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2
Wastepaper	62.7	62.7	75.5	67.8	67.8	77.4	77.4	77.4	77.4	82.3	82.3	82.3	82.3	83.7	112.5
Paper	145.7	145.7	145.7	145.7	145.7	145.7	145.7	145.7	145.7	145.9	145.9	145.9	145.9	145.4	143.4
Paperboard	129.7	130.2	130.4	132.4	132.4	132.4	132.4	135.9	135.9	135.9	135.9	135.9	135.9	135.3	136.1
Converted paper and paperboard products	131.2	131.4	131.7	131.7	131.1	131.1	131.1	130.6	130.5	131.0	130.9	130.6	130.0	130.6	127.5
Building paper and board	145.3	145.7	146.0	145.4	145.4	145.4	145.7	145.3	145.5	144.2	145.1	145.1	145.1	145.7	146.4
Metals and metal products	153.0	152.8	152.5	152.3	152.2	152.3	152.8	153.5	153.5	153.5	153.4	153.8	154.		

TABLE D-3. Indexes of wholesale prices,¹ by group and subgroup of commodities—Continued
[1947-49=100, unless otherwise specified]

Commodity group	1961					1960								Annual average	
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1960 ³	1959
Machinery and motive products.....	152.8	¹ 153.0	153.1	153.2	153.1	153.0	152.9	151.4	153.3	153.3	153.2	153.3	153.7	153.4	153.0
Agricultural machinery and equipment.....	148.7	148.6	148.6	148.5	148.0	148.2	146.7	146.2	146.1	146.0	145.9	145.7	145.6	146.1	143.4
Construction machinery and equipment.....	178.2	178.1	178.1	177.6	177.0	177.3	176.7	176.7	176.7	175.5	175.3	175.3	174.7	175.6	171.9
Metalworking machinery and equipment.....	181.6	¹ 182.7	182.7	182.6	182.3	182.1	181.2	181.0	180.1	179.9	179.7	179.1	178.5	179.9	174.5
General purpose machinery and equipment.....	166.2	¹ 166.2	166.1	166.0	166.1	166.3	166.5	166.9	166.4	166.6	166.4	167.8	167.9	167.1	165.3
Miscellaneous machinery.....	151.4	151.4	151.4	151.3	150.9	150.7	150.4	150.2	150.2	150.1	150.2	150.0	150.1	150.2	149.4
Electrical machinery and equipment.....	151.6	¹ 152.1	¹ 152.0	¹ 152.2	152.4	152.4	152.6	152.7	153.3	153.3	153.3	153.3	154.9	154.2	154.4
Motor vehicles.....	140.3	¹ 140.2	140.5	140.7	140.7	140.5	140.3	138.4	141.6	141.6	141.6	141.6	141.6	140.8	142.8
Furniture and other household durables.....	122.5	122.2	122.2	122.4	122.6	122.6	122.7	122.8	122.9	123.1	123.0	123.2	123.5	123.1	123.4
Household furniture.....	126.1	126.0	126.0	125.9	125.7	125.7	125.6	125.0	125.0	125.0	124.9	125.0	124.9	125.1	124.1
Commercial furniture.....	156.0	156.0	156.0	156.0	157.1	157.1	157.1	157.1	157.1	157.1	156.7	156.7	156.7	156.8	155.2
Floor coverings.....	128.2	128.2	128.1	128.3	130.2	130.2	130.5	130.5	130.6	130.6	130.6	130.8	130.8	130.4	128.1
Household appliances.....	99.8	99.8	100.0	100.1	100.4	100.6	100.9	100.9	101.1	101.7	101.7	102.1	103.1	101.9	104.7
Television, radio receivers, and phonographs.....	90.6	90.7	90.4	91.0	91.2	90.5	90.5	91.1	91.1	91.4	91.4	91.7	91.7	91.3	92.8
Other household durable goods.....	158.3	156.8	156.8	156.9	156.6	156.6	156.8	157.6	157.6	157.6	157.4	157.3	157.4	157.4	156.4
Nonmetallic minerals—structural.....	138.7	¹ 138.7	138.4	138.6	137.9	137.9	138.1	138.0	137.8	137.8	137.8	137.9	138.3	138.0	137.7
Flat glass.....	132.4	132.4	132.4	132.4	132.4	132.4	132.4	132.4	132.4	130.2	130.2	130.2	135.3	132.7	135.5
Concrete ingredients.....	142.6	142.6	142.3	142.3	142.0	142.1	142.1	142.2	142.2	142.1	142.1	142.1	142.1	142.1	140.3
Concrete products.....	131.3	¹ 131.1	130.9	131.2	131.0	131.0	131.0	131.0	131.0	131.3	131.3	131.5	131.3	131.1	129.7
Structural clay products.....	162.1	162.1	162.1	162.1	162.3	162.3	162.2	162.1	162.0	161.8	161.7	161.7	161.5	161.8	160.2
Gypsum products.....	134.9	134.9	134.9	134.9	133.2	133.2	133.2	133.2	133.2	133.2	133.2	133.2	133.2	133.2	133.1
Prepared asphalt roofing.....	114.1	114.1	114.1	114.1	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	107.3	116.4
Other nonmetallic minerals.....	133.7	¹ 133.6	133.6	133.5	133.6	133.6	133.5	134.5	134.6	134.6	134.6	134.6	134.4	134.2	132.4
Tobacco products and bottled beverages ⁴	132.1	132.1	132.1	132.1	132.1	132.0	132.0	132.0	132.0	131.8	131.7	131.7	131.7	131.8	131.4
Tobacco products.....	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.5
Alcoholic beverages.....	121.2	121.3	121.3	121.2	121.2	121.1	121.1	121.1	121.1	120.6	120.6	120.6	120.6	120.8	121.3
Nonalcoholic beverages.....	171.7	171.7	171.7	171.7	171.6	171.4	171.4	171.4	171.4	171.4	171.4	171.1	171.1	171.3	167.4
Miscellaneous products.....	96.1	¹ 95.7	94.6	95.4	92.4	90.6	90.3	91.1	89.9	90.8	90.9	91.1	95.4	92.1	94.5
Toys, sporting goods, small arms, and ammunition.....	119.6	119.4	118.9	118.9	118.6	118.6	118.6	118.6	118.5	118.6	118.3	118.3	118.3	118.3	117.5
Manufactured animal feeds.....	76.4	75.5	73.8	75.1	70.0	66.8	66.2	67.7	65.6	67.3	67.6	68.0	75.6	69.6	75.1
Notions and accessories.....	96.4	96.4	96.4	96.4	96.4	96.4	96.4	96.4	97.3	97.3	96.4	96.4	97.2	96.9	97.3
Jewelry, watches, and photographic equipment.....	111.5	111.6	111.5	111.5	111.0	110.9	110.9	110.9	110.9	110.7	110.2	110.5	110.5	110.7	108.3
Other miscellaneous products.....	131.5	¹ 132.2	¹ 132.7	¹ 132.7	132.7	132.1	132.6	132.5	132.3	132.5	132.6	132.5	132.1	132.2	132.2

¹ As of January 1958, new weights reflecting 1954 values were introduced into the index. Technical details furnished upon request to the Bureau.

² Preliminary.

³ Revised.

⁴ January 1958=100.

⁵ This index was formerly tobacco manufactures and bottled beverages.

⁶ New series.

TABLE D-4. Indexes of wholesale prices for special commodity groupings¹

[1947-49=100]

Commodity group	1961					1960								Annual average	
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1960 ³	1959
All foods.....	106.2	107.9	108.5	107.7	107.3	108.8	108.5	106.6	105.4	106.9	105.5	106.1	105.8	106.0	104.4
All fish.....	125.4	131.9	133.0	130.9	133.2	131.5	129.4	128.1	124.4	129.9	126.5	126.6	128.3	126.7	124.5
All commodities except farm products.....	124.6	124.8	124.9	124.8	124.6	124.6	124.6	124.4	124.5	124.8	124.6	124.5	124.9	124.7	124.5
Textile products, excluding hard fiber products.....	88.8	89.0	89.2	89.5	90.0	90.5	91.2	91.6	92.2	92.7	92.8	92.8	92.9	92.2	91.4
Refined petroleum products.....	119.0	121.7	122.1	121.2	119.3	119.1	119.5	119.2	118.3	115.8	113.5	110.8	112.9	115.4	114.2
East Coast petroleum.....	115.1	116.4	116.9	114.2	111.4	111.4	112.4	111.4	111.0	109.8	109.6	110.6	110.2	111.0	108.9
Midcontinent petroleum.....	123.8	125.3	126.1	126.1	125.2	124.7	124.7	124.7	123.2	118.5	114.4	106.2	113.1	117.0	115.7
Gulf Coast petroleum.....	122.2	127.3	127.3	125.6	122.9	122.9	122.9	122.9	121.0	118.1	118.1	118.1	117.8	120.4	118.4
Bituminous coal, in domestic sizes.....	104.3	106.1	106.1	107.3	105.5	105.5	107.3	106.0	104.1	105.1	106.6	108.1	105.7	108.8	108.2
Bituminous coal, in domestic sizes.....	117.8	126.4	127.9	127.6	127.6	127.6	127.6	126.1	124.4	122.0	121.0	119.2	119.2	124.7	124.9
Soaps.....	107.5	¹ 107.5	107.5	107.5	107.6	107.6	107.6	107.6	107.6	107.6	107.6	107.6	107.6	107.6	107.5
Synthetic detergents.....	103.0	¹ 103.0	103.2	102.7	102.9	102.9	103.6	101.2	101.2	101.2	101.2	101.2	101.2	101.7	101.4
Lumber and wood products, excluding millwork.....	115.3	¹ 112.6	111.5	112.3	113.3	113.7	114.8	116.0	116.8	118.9	120.2	121.7	122.5	118.9	124.5
Softwood lumber.....	115.8	¹ 113.2	111.5	112.2	112.7	112.8	114.1	116.0	117.0	120.3	122.1	124.5	125.6	120.4	128.1
Pulp, paper and products, excluding bldg. paper.....	131.6	131.8	132.4	132.3	132.0	132.8	133.1	132.7	132.7	133.3	133.2	133.1	132.8	132.9	131.8
Special metals and metal products.....	149.9	149.8	149.6	149.6	149.5	149.5	149.7	148.7	150.6	150.4	150.6	151.0	151.1	150.5	150.8
Steel mill products.....	187.5	187.6	187.6	187.6	187.6	187.6	187.6	187.6	187.6	187.7	188.1	188.3	188.3	187.9	188.2
Machinery and equipment.....	159.3	159.7	159.7	159.6	159.6	159.6	159.4	159.5	159.5	159.5	159.4	159.5	159.1	160.0	158.5
Agricultural machinery, including tractors.....	150.7	150.6	150.5	150.5	150.0	150.3	148.6	148.0	147.8	147.8	147.7	147.5	147.3	147.9	144.8
Metalworking machinery.....	189.1	189.2	190.0	190.0	189.6	188.0	187.7	187.7	186.5	186.5	186.5	185.5	186.5	186.7	181.8
Total tractors.....	159.4	159.4	159.4	159.3	158.9	158.9	157.4	156.9	156.9	155.9	155.9	155.8	155.4	156.4	153.3
Industrial valves.....	202.4	¹ 202.4	201.2	201.2	201.2	201.2	202.8	206.5	206.5	206.5	206.5	206.1	206.1	206.1	196.9
Industrial fittings.....	121.9	121.9	122.3	121.3	121.7	121.7	122.4	122.5	121.9	125.4	125.4	144.6	145.7	132.2	139.0
Antifriction bearings and components.....	130.7	¹ 130.7	131.4	131.4	131.4	132.9	132.9	132.9	132.9	132.9	134.5	134.5	134.6	133.6	136.1
Abrasive grinding wheels.....	146.9	146.9	146.9	146.9	147.6	147.6	147.6	147.6	147.6	147.6	147.6	147.6	147.6	147.5	132.5
Construction materials.....	130.9	¹ 130.0	129.6	129.9	130.0	130.3	130.5	131.1	131.4	132.1	132.9	133.9	134.3	132.6	131.6

¹ See footnote 1, table D-3.

² Preliminary.

³ Revised.

NOTE: For a description of these series, see Wholesale Prices and price indexes, 1958, BLS Bull. 1257 (1959).

TABLE D-5. Indexes of wholesale prices,¹ by stage of processing and durability of product

[1947-49=100]

Commodity group	1961						1960								Annual average	
	Apr. ¹	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1960 ²	1959	
All commodities.....	119.4	119.8	119.9	119.8	119.5	119.6	119.6	119.2	119.2	119.7	119.5	119.7	120.0	119.6	119.5	
Stage of processing																
Crude materials for further processing.....	94.4	95.2	95.2	94.5	93.3	93.0	93.3	92.9	92.7	94.8	95.3	96.0	96.3	94.5	96.7	
Crude foodstuffs and feedstuffs.....	85.5	86.8	87.6	87.2	85.1	85.1	85.1	83.9	83.8	88.1	86.8	87.8	88.0	85.7	86.8	
Crude nonfood materials except fuel.....	108.0	107.1	105.5	104.3	104.1	104.1	104.8	106.1	105.9	107.7	108.2	108.9	108.8	107.5	112.2	
Crude nonfood materials, except fuel, for manufacturing.....	106.0	105.0	103.4	102.1	101.8	101.8	102.7	104.0	103.8	105.8	106.3	107.1	107.0	105.5	110.8	
Crude nonfood materials, except fuel, for construction.....	142.6	142.6	142.3	142.3	142.0	142.1	142.1	142.2	142.2	142.1	142.1	142.1	142.1	142.1	140.3	
Crude fuel.....	122.4	126.5	127.2	126.8	126.3	126.2	126.0	126.1	124.1	122.7	121.5	120.7	122.0	124.4	123.4	
Crude fuel for manufacturing.....	121.7	125.9	126.6	126.3	125.8	125.7	125.5	125.6	123.6	122.2	121.1	120.8	121.5	123.9	122.9	
Crude fuel for nonmanufacturing.....	123.4	127.4	128.0	127.7	127.1	127.0	126.9	127.0	124.8	123.4	122.2	121.4	122.8	125.2	124.1	
Intermediate materials, supplies, and components.....	126.9	126.8	126.6	126.7	126.4	126.5	126.6	126.8	126.8	127.0	127.0	127.1	127.6	127.0	127.0	
Intermediate materials and components for manufacturing.....	128.1	128.0	127.9	127.8	127.9	128.1	128.4	128.5	128.7	129.0	129.1	129.2	129.5	128.9	129.0	
Intermediate materials for food manufacturing.....	103.8	103.6	103.5	102.3	101.3	101.7	100.7	100.0	99.8	100.1	99.0	98.6	98.3	99.3	98.5	
Intermediate materials for nondurable manufacturing.....	105.2	105.1	104.9	105.0	105.2	105.5	105.9	106.2	106.5	106.9	106.8	106.8	106.9	106.4	106.4	
Intermediate materials for durable manufacturing.....	156.0	155.8	155.6	156.1	156.6	156.7	157.2	157.7	157.8	158.1	158.4	158.8	159.0	158.1	157.9	
Components for manufacturing.....	149.6	149.5	149.6	149.4	149.3	149.5	149.8	149.8	150.0	150.1	150.3	150.8	152.0	150.7	151.5	
Materials and components for construction.....	134.4	133.7	133.4	133.6	133.7	133.9	134.2	134.6	134.8	135.3	135.8	136.4	136.7	135.5	136.5	
Processed fuels and lubricants.....	110.7	112.1	112.1	111.9	111.6	111.6	111.7	111.4	111.0	109.6	108.3	106.3	107.3	108.9	106.0	
Processed fuels and lubricants for manufacturing.....	110.6	111.8	111.7	111.5	111.3	111.3	111.3	111.0	110.6	109.4	108.3	106.7	107.4	108.9	105.6	
Processed fuels and lubricants for nonmanufacturing.....	111.0	112.8	112.8	112.7	112.3	112.3	112.4	112.1	111.8	109.9	108.4	105.6	107.4	109.1	106.8	
Containers, nonreturnable.....	140.8	141.3	141.6	141.5	139.4	139.3	139.2	138.5	138.3	138.3	138.9	139.1	138.2	138.6	136.7	
Supplies.....	117.8	117.8	117.1	117.5	116.1	115.2	115.1	115.4	114.8	115.3	115.4	115.4	117.3	115.8	116.6	
Supplies for manufacturing.....	148.0	149.1	148.6	148.7	149.6	149.6	149.8	149.7	149.5	149.8	149.8	149.5	148.8	149.3	143.5	
Supplies for nonmanufacturing.....	104.1	103.7	103.0	103.4	101.2	100.1	99.9	100.3	99.5	100.1	100.2	100.4	103.2	101.0	104.1	
Manufactured animal feeds.....	70.7	69.6	67.8	69.1	64.2	61.0	60.1	61.7	59.3	61.2	61.6	62.0	69.8	63.8	74.7	
Other supplies.....	123.8	123.7	123.7	123.6	123.0	123.1	123.2	123.0	123.1	123.0	122.9	122.9	122.8	122.9	121.3	
Finished goods (goods to users, including raw foods and fuels).....	121.3	122.1	122.5	122.3	122.2	122.7	122.4	121.5	121.5	121.8	121.1	121.2	121.4	121.5	120.6	
Consumer finished goods.....	113.4	114.4	114.8	114.5	114.4	114.9	113.7	113.7	113.6	113.9	113.1	113.2	113.4	113.6	112.5	
Consumer foods.....	107.1	109.0	109.9	109.2	109.0	110.4	110.1	108.2	107.1	108.4	106.9	107.5	107.5	107.7	105.5	
Consumer crude foods.....	91.4	99.2	98.8	98.0	99.6	109.1	106.6	100.3	94.3	96.5	93.4	98.3	100.2	98.0	91.9	
Consumer processed foods.....	110.5	111.1	112.3	111.6	111.0	110.8	110.9	110.0	109.8	110.9	109.8	109.5	109.1	109.7	108.4	
Consumer other nondurable goods.....	114.5	115.1	115.2	115.0	114.7	114.8	114.8	114.6	114.1	113.6	113.2	113.7	114.1	113.4	113.4	
Consumer durable goods.....	125.6	125.5	125.6	125.8	125.8	125.8	125.7	125.3	125.2	125.7	126.2	126.3	126.8	126.1	126.5	
Producer finished goods.....	153.4	153.7	153.8	153.8	153.8	153.6	153.4	152.5	153.7	153.6	153.4	153.3	153.6	153.8	153.2	
Producer finished goods for manufacturing.....	160.5	160.7	160.7	160.6	160.6	160.4	160.2	158.2	160.0	160.0	159.6	159.6	159.8	159.8	158.5	
Producer finished goods for nonmanufacturing.....	147.2	147.7	147.7	148.1	147.8	147.7	147.6	146.6	148.0	147.9	147.7	147.8	147.8	148.4	149.1	
Durability of product																
Total durable goods.....	145.0	144.8	144.7	144.8	145.0	145.0	144.9	144.5	145.5	145.6	145.8	146.1	146.5	145.7	145.9	
Total nondurable goods.....	105.5	106.2	106.5	106.2	105.6	105.8	105.8	105.3	104.9	105.6	105.2	105.2	105.6	105.3	105.0	
Total manufactures.....	125.8	125.9	125.0	125.9	125.7	125.7	125.7	125.5	125.7	125.9	125.8	125.7	126.0	125.8	125.5	
Durable manufactures.....	146.2	146.0	146.0	146.1	146.4	146.4	146.3	145.8	146.8	146.9	147.2	147.4	147.8	147.0	147.0	
Nondurable manufactures.....	109.6	109.9	110.2	110.0	109.4	109.3	109.5	109.2	109.1	109.3	108.8	108.5	108.8	108.9	108.5	
Total raw or slightly processed goods.....	97.9	99.5	99.5	98.9	98.3	99.1	98.9	98.0	97.0	98.7	98.4	99.3	99.9	98.9	98.9	
Durable raw or slightly processed goods.....	111.4	109.5	108.9	108.9	101.8	101.4	102.9	107.4	107.8	106.0	105.8	107.1	108.2	107.4	114.1	
Nondurable raw or slightly processed goods.....	97.1	98.9	99.1	98.6	98.1	99.0	98.7	97.4	96.3	98.3	97.9	98.9	99.4	98.1	98.1	

¹ See footnote 1, table D-30.² Preliminary.³ Revised.

NOTE: For description of the series by stage of processing, see New BLS Economic Sector Indexes of Wholesale Prices (in Monthly Labor Review, December 1955, pp. 1448-1453); and by durability of product and data beginning with 1947, see Wholesale Prices and Price Indexes, 1957, BLS Bull. 735 (1958).

E.—Work Stoppages

TABLE E-1. Work stoppages resulting from labor-management disputes¹

Month and year	Number of stoppages		Workers involved in stoppages		Man-days idle during month or year	
	Beginning in month or year	In effect during month	Beginning in month or year	In effect during month	Number	Percent of estimated working time
1935-39 (average).....	2,862		1,130,000		16,900,000	0.27
1947-49 (average).....	3,573		2,380,000		39,700,000	.46
1945.....	4,760		3,470,000		38,000,000	.47
1946.....	4,983		4,600,000		116,000,000	1.43
1947.....	3,693		2,170,000		34,600,000	.41
1948.....	3,419		1,960,000		34,100,000	.37
1949.....	3,006		3,030,000		50,500,000	.59
1950.....	4,843		2,410,000		38,800,000	.44
1951.....	4,737		2,220,000		22,900,000	.23
1952.....	5,117		3,540,000		59,100,000	.67
1953.....	5,091		2,400,000		28,300,000	.26
1954.....	3,498		1,530,000		22,600,000	.21
1955.....	4,320		2,650,000		28,200,000	.26
1956.....	3,825		1,900,000		33,100,000	.29
1957.....	3,673		1,390,000		16,500,000	.14
1958.....	3,694		2,060,000		23,900,000	.22
1959.....	3,708		1,880,000		69,000,000	.61
1960.....	3,333		1,320,000		19,100,000	.17
1960: April.....	352	535	150,000	222,000	1,930,000	.21
May.....	367	574	156,000	236,000	2,110,000	.23
June.....	400	629	214,000	314,000	2,950,000	.30
July.....	319	530	125,000	233,000	2,140,000	.24
August.....	361	554	134,000	221,000	1,700,000	.16
September.....	271	500	131,000	209,000	1,650,000	.17
October.....	268	432	106,000	146,000	1,500,000	.16
November.....	192	368	53,300	85,000	732,000	.08
December.....	110	250	27,500	53,200	458,000	.05
1961: January ²	170	300	80,000	100,000	700,000	.09
February ²	210	330	120,000	150,000	940,000	.11
March ²	220	350	55,000	75,000	610,000	.06
April ²	320	460	94,000	126,000	1,180,000	.14

¹ The data include all known strikes or lockouts involving 5 or more workers and lasting a full day or shift or longer. Figures on workers involved and man-days idle cover all workers made idle for as long as 1 shift in establishments directly involved in a stoppage. They do not measure the indirect

or secondary effect on other establishments or industries whose employees are made idle as a result of material or service shortages.

² Preliminary.

³ Revised preliminary.

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